

The Georgia Statement

News, policies and trends for all state government employees and agencies, published quarterly by the Georgia Merit System.

VOLUME 8, NO. 1

SPRING 2005

Saluting Our Heroes

Employees Serving Our State and Country

We salute Georgia's courageous men and women for their dedicated service to our country's War on Terrorism declared by President George W. Bush. This issue of the Georgia Statement has been set aside to honor state employees who serve honorably in the U.S. military. This special keepsake is designed to acknowledge state employees' contributions to our nation and to underscore the fact that all public servants who serve – whether at home or abroad – sacrifice to protect our freedoms.

“I am proud of the brave men and women of Georgia's state government who are serving their country abroad in the war on terror. These courageous men and women are not only public servants at home, but they've volunteered themselves as defenders of freedom for our entire nation. I offer each of them my sincere thanks, and my prayer for their safe return home.”

– Governor Sonny Perdue

Administrative Services



Not Pictured
Wilma Norsworthy
Kuwait, Two years

Agriculture

Not Pictured
James Darnell Bentley
Iraq - One year
Stephen Alexander Garrett
Iraq - One year

Building Authority



Charles Astin
Undisclosed

Bureau of Investigation



Robert Balsam
Florida
One year



Valerie Blue
North Carolina
One year



Ronald D. Brooks
Saudi Arabia, Kuwait
One Year



Benjamin Collins
Georgia, Iraq
One year

Bureau of Investigation



Michael B. Fordham
Germany, Egypt
More than one year



Marshall R. Hale
Georgia
Less than one Year



Tonya M. Jenkins
North Carolina
Less than one Year



James J. Kames, Jr.
Iraq
Less than one Year



John G. Wegel, Jr.
Georgia
Less than one year

Community Health



Jim Aliffi
Texas
Presently serving



Argatha Russell
Georgia
More than one year

Community Service Boards



Adrienne Ethridge
Satilla Com. Services
Iraq, One year



Cynthia Sullivan
Satilla Com. Services
Kuwait, One year

Community Service Boards

Not Pictured:
Albany Area CSB
Melvin D. Lewis
New Jersey, New York
Afghanistan - Less than one year

Dekalb CSB
Henry Angel
Georgia - Under one year

GRN CSB
Dorothy Mona Collier
North Carolina - More than two years

Middle Flint CSB
Henry L. Smith
Iraq - Over one year

New Horizons CSB
Ray Harris
Georgia - One year

Phoenix Center CSB
Tim Heath
Oman, Qatar - Less than one year

Corrections



Matthew Adams
Undisclosed
Presently Serving



Viery Lee Adams
Undisclosed
Presently Serving



Charles Allen
Undisclosed
Presently Serving



Wanda E. Allen
Undisclosed
Presently Serving



Joseph Anzano
Undisclosed
Presently Serving



Leroy Arnold
Undisclosed
Presently Serving



James M. Aziz
Undisclosed
Presently Serving



Alfred T. Baker
Undisclosed
Presently Serving



James E. Barron
Undisclosed
Presently Serving



Matthew E. Basenback
Undisclosed
Presently Serving



Montavious Bass
Undisclosed
Presently Serving



Jonathon Beall
Undisclosed
Presently Serving



David L. Bell
Undisclosed
Presently Serving



Gary Bell
Undisclosed
Presently Serving



Byron Blakeney
Undisclosed
Presently Serving



Ruth A. Blash
Undisclosed
Presently Serving



Sequendlynn Kent
Undisclosed
Presently Serving



James M. Brinkley
Undisclosed
Two years



Alphonso Brooks
Undisclosed
Presently Serving



Bernard Brown
Undisclosed
Presently Serving



Carl Brown
Undisclosed
One year



Horace L. Brown, III
Undisclosed
Presently Serving



Velma A. Bryant
Undisclosed
Presently Serving



Richard Caron
Undisclosed
Over one year



Michael Carpenter
Undisclosed
Presently Serving



Joseph Catanzariti
Undisclosed
Presently Serving



Dedria D. Cavin
Undisclosed
Presently Serving

INSIDE

The First Lady's Children's Cabinet Initiatives3, 12

2005 Open Enrollment4-5

Government Performance Project Lauds State HR System.....5

Retirees6-10

Employee Spotlight: DHR Caseworker of the Year10

Wellness: Wellness in the Workplace10

Free Fishing at Fairgrounds10

Test Your Vocabulary11

Government Spotlight: Georgia Department of Defense11

Technology Tips.....11

Professional Secretaries Development Program11

Commission for a New Georgia Update12

Money Matters: Earned Income Credit.....12

Message from Governor Sonny Perdue13

Oxendine Urges Insurance Relief for Soldiers13

Training/Workforce Development.....14

Professional Development Conference14

A Salute To Georgia's Soldiers

Pages 1,2,15,16

Smart Government Saves & Serves

Page 10

SixFlags WHITE WATER

Page 14

Corrections



Dion I. Cavin
Undisclosed
Presently Serving



Brian O. Chitwood
Undisclosed
Less than one year



Gary Clark
Undisclosed
Presently serving



James H. Cobb
Undisclosed
Presently serving



David W. Croft
Undisclosed
Presently serving



Eric R. Danielly
Undisclosed
Presently serving



Melvin Daniels
Undisclosed
Presently serving



Stefanie A. Daniels
Undisclosed
Presently serving



Daniel Davis
Undisclosed
Presently serving



David J. Davis
Undisclosed
Presently serving



Linfred L. Davis
Undisclosed
Presently serving



Theresa Ann Dewalt
Undisclosed
Presently serving



Pablo C. Diaz
Undisclosed
Presently serving



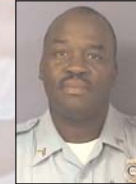
Conrad R. Dilks
Undisclosed
Presently serving



Little J. Dixon
Undisclosed
Presently serving



Philip A. Dodson
Undisclosed
Presently serving



Graylin D. Dunbar
Undisclosed
Presently serving



Laurence Easley
Undisclosed
Presently serving



Joe Ferrero
Undisclosed
Under one year



Benjamin Ford
Undisclosed
Presently serving



Reginald D. Ford
Undisclosed
Under one year



Calvin Fortune
Undisclosed
Presently serving



James Foster
Undisclosed
Presently serving



Billy D. Frank
Undisclosed
Presently serving



James W. Fulks
Undisclosed
Presently Serving



Jesus H. Furqan
Undisclosed
Presently Serving



Michael A. Gaines
Undisclosed
Presently Serving



Tracy M. Gaston
Undisclosed
Presently Serving



Barry N. Gee
Undisclosed
Presently Serving



John C. Gibson
Undisclosed
Presently Serving



Roger C. Goff
Undisclosed
Presently Serving



Shielda D. Groce
Undisclosed



Scott L. Hank
Undisclosed
Presently Serving



Tazz L. Hardwick
Undisclosed
Under one year



Jimmy D. Harvey
Undisclosed
Presently Serving



A. W. Haynes
Undisclosed
Presently Serving



Heather Haynie
Undisclosed
Presently Serving



Roger J. Hodge
Undisclosed
Under two years



Anthony T. Hogan
Undisclosed
Presently Serving



Russell L. Hollman
Undisclosed
Presently Serving



Benjamin Hopkins
Undisclosed
Presently Serving



Willie J. Ingram
Undisclosed
Presently Serving



John A. Inman
Undisclosed
Presently Serving



Carlos T. Jackson
Undisclosed
Under one year



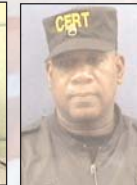
Tramarc R. Jackson
Undisclosed
Presently Serving



Billie R. Johnson
Undisclosed
Presently Serving



Curtis T. Johnson
Undisclosed
Under one year



Gail A. Johnson
Undisclosed
Presently Serving



George L. Johnson
Undisclosed
Presently Serving



Demond Jones
Undisclosed
Almost two years



Keesha Jones
Undisclosed
One year



Rico B. Jones
Undisclosed
Presently Serving



Rose Jones
Undisclosed
Almost two years



Timothy Jones
Undisclosed
Presently Serving



Raynard Justice
Undisclosed
Presently Serving



Clifton J. King
Undisclosed
Presently Serving



Larry C. King
Undisclosed
Presently Serving



David A. Knowles
Undisclosed
Presently Serving



Paul Labrae
Undisclosed
Presently Serving



Terrance Lavergne
Undisclosed
Presently Serving



James C. Lee
Undisclosed
Presently Serving



Paul P. Locke
Undisclosed
Presently Serving



Karen M. Lopez
Undisclosed
Presently Serving



Kenneth B. Lumpkin
Undisclosed
Presently Serving



Willie Mack
Undisclosed
Presently Serving



Henry C. McClain
Undisclosed
Presently Serving



Milton O. McDaniel
Undisclosed
Presently Serving



Bryan D. McIntosh
Undisclosed
Over two years



Joseph McKiever
Undisclosed
Presently Serving



Franciso M. Mendez
Undisclosed
Presently Serving



Donald Merriweather
Undisclosed
Presently Serving



Gregory B. Moore
Undisclosed
Presently Serving



Charles R. Morpeth
Undisclosed
Presently Serving



Angelina Moring
Undisclosed
Presently Serving



Terry J. Mosley
Undisclosed
Presently Serving



Margo Naze
Undisclosed
Over four years



Shawnte M. Neal
Undisclosed
Presently Serving



Sebastian Paschall
Undisclosed
Under one year



Steven M. Phillips
Undisclosed
Presently Serving



Jeffrey D. Plant
Undisclosed
Presently Serving



Ralph J. Register
Undisclosed
Presently Serving



Johnny L. Riley
Undisclosed
Presently Serving



Jesse L. Riner
Undisclosed
Presently Serving



Franklin Raderick
Undisclosed
Presently Serving



Gregory Roberson
Undisclosed
Presently Serving



Rudoff Robinson
Undisclosed
Presently Serving



Walter B. Scott
Undisclosed
Presently Serving



Michael J. Sheffield
Undisclosed
Presently Serving



Sam T. Smiley
Undisclosed
Presently Serving



Norman R. Smith
Undisclosed
Presently Serving



William H. Smith
Undisclosed
Presently Serving



Barry W. Stewart
Undisclosed
Presently Serving



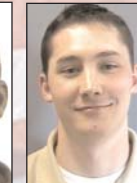
Richard S. Tabanico
Undisclosed
Two years



Jacques M. Teffault
Undisclosed
Presently Serving



Carnegie Thomas
Undisclosed
Presently Serving



Jerriid A. Thompson
Undisclosed
Presently Serving

Office of Regulatory Services supports U.S. soldiers

At lunch one day, Debbie Travis, Regional Program Director for Office of Regulatory Services (ORS) told her co-workers of a website she had found, AnySoldier.com, that lists the names of soldiers and their specific needs in Iraq, Afghanistan and surrounding "sandbox" countries. The office located in Albany, consists of 15 employees who wanted to show support for soldiers defending the United States and other countries. Several ORS employees involved their families and friends as well.

Since the first packages were sent in mid-November, ORS has sent almost 200 packages and more than 200 cards and letters to military personnel overseas identified on the website. Requested items sometimes include items such as books, magazines, or money for postage. Most of the requests are for basic hygiene needs or something for entertainment. The office found their most difficult thing was the inability to fulfill every soldier's request.

"We've gone from bringing things in after we read requests to having shelves full of items that have already been donated," said Travis with a smile. "Now when we read requests we just pull the items off the shelf."

ORS staff members told the postmaster about the project after mailing a large number of packages. Unselfishly, even the postmaster contributes by using her personal finances to pay for some of the shippings - which is sometimes \$35 or more.

"Soldiers request things for themselves, their units and for others who do not get any mail," said Travis. "You would be surprised at how unselfish many of the soldiers are."

One young soldier named Eddy has become sort of a pen pal with the office. After the office sent him a package they received a reply from him thanking ORS for the box and also informing them that it had come the week of his 21st birthday.

One of the most touching requests the office has responded to was the request for children's books. Many of the soldiers record children's stories on video tape to send to their children so they can see mommy or daddy reading to them. One mother wrote to ORS that her son watches the tape everyday so that he can see his mommy.

"Sometimes the requests and the responses bring tears to our eyes," Travis said. Occasionally, the office receives mementos from the soldiers. By far, one of the most inspiring mementos the office received was an America flag that was flown in a Blackhawk helicopter during a January 16, 2005 combat mission. ORS started a scrapbook of all the letters, pictures and other items the office received from the soldiers.

"Most of all these warriors for our country want our prayers, support and a little bit of home. They think that we are heroes, but they and their families are the real heroes," says Travis. "We encourage everyone to visit AnySoldier.com and send a card or letter."

The Georgia Statement

Volume 7, Number 3

State Personnel Board

M. David Alalof, *Chair*

Geri P. Thomas, *Vice Chair*

Claybon J. Edwards, *Member*

Melinda Langston, *Member*

Georgia Merit System

Peggy D. Rosser, *Acting Commissioner*

Office of Communications and Marketing

Deborah Williams, *Managing Editor*

Carletta Henderson-Youngs, *Editor*

Cleveland Clements, *Copy Editor*

Contributing Writer

Debbie Travis, ORS

The Georgia Statement is published quarterly for state employees by the Commissioner's Office of the Georgia Merit System. If you wish to submit comments or need to correct a distribution problem/address, contact Editor, The Georgia Statement, 2 Martin Luther King Jr. Drive SE, Suite 504 West Tower, Atlanta, GA 30334, call 404-657-0375, or Commissioner's Office at www.gms.state.ga.us/contact. If you have a disability and need this material in an alternative format, notify the Editor at the above address, or for TDD Relay Service only: 1-800-255-0056 (text telephone) or 1-800-255-0135 (voice).

This publication is accessible on our website: www.gms.state.ga.us.

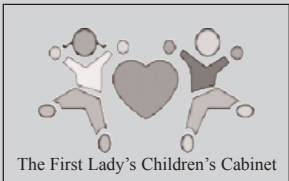
The Georgia Merit System is an Equal Opportunity Employer.

Deadline for summer issue is June 10, 2005

DHR Joins First Lady Mary Perdue to Announce "TeenWork" Initiative



Georgia's First Lady, Mary Perdue, has partnered with the Department of Human Resources to adopt the TeenWork initiative as part of her effort in what is called "The First Lady's Children's Cabinet."



The new initiative is designed to provide summer employment opportunities for Georgia teens in foster care. Teens 14-24 years of age in foster care across the state may apply for summer jobs on-line. Once an application is submitted, it will

be reviewed and matched to available jobs based on geography, skill sets, and the needs of the employer. Interviews will then be conducted as a formality and to get applicants accustomed to job interviews. Jobs may be full-time or part-time with at least the minimum wage monetary compensation.

"Foster teens in Georgia will now have a unique opportunity for summer internships with state agencies and also with private corporations," stated Mrs. Perdue during an April 14 press conference at the Governor's Mansion. "We will be able to mentor these young people and teach them marketable life and work skills."

Mrs. Perdue addressed the significance of the TeenWork initiative through her reference to studies that found that a teen with a job while still in foster care is much more likely to finish school, get their diploma, maintain employment during foster care and afterwards, and to become self sufficient upon leaving the foster care system.

"We want all of Georgia's children to be safe, healthy, nurtured, educated and prepared for adult life," said Perdue. "And with this (TeenWork initiative), we hope that we can begin to accomplish this for the young people who are in foster care in Georgia."

TeenWork will be a collaboration between public and private sector organizations. This partnership will be critical in a time of limited resources. Coca-Cola, Chick-Fil-A, and Waffle House will serve as pilot corporate partners for 2005 summer jobs.

The collaborative effort of state agencies and the corporate community underscores the ability of the Children's Cabinet to pull together Georgia's resources and effectively impact the child welfare system.

TeenWork is expected to hire about 500 to 600 teenagers this summer. State agencies and departments were challenged to make the biggest employment effort. B.J. Walker, Commissioner of the Department of Human Resources, estimated approximately 4,000 teens are in the foster care system at any given time. Walker hopes the program will expand each summer to provide opportunities to all of the teens.

"We would hope over the coming years to grow this program to the point where we would be able to have a job for any one of the 4,000 teenagers who would need one," Walker said. "This is an important connection for teenagers."

More information regarding the TeenWork initiative can be found at www.teenwork.dhr.georgia.gov.



I WANT YOU

To know that you can use your GI education benefits in the workplace

Contact

Georgia Department of Veterans Service

State Approving Agency

Floyd Veterans Memorial Building

Suite E-970

Atlanta, Georgia 30334-4800

Tel: 404-656-2306 Fax: 404-657-6276 E-Mail: saagamindspring.com

For more information visit our website at: <http://www.state.ga.us/dvs/>

OPEN ENROLLMENT 2005

What's New for Plan Year 2005

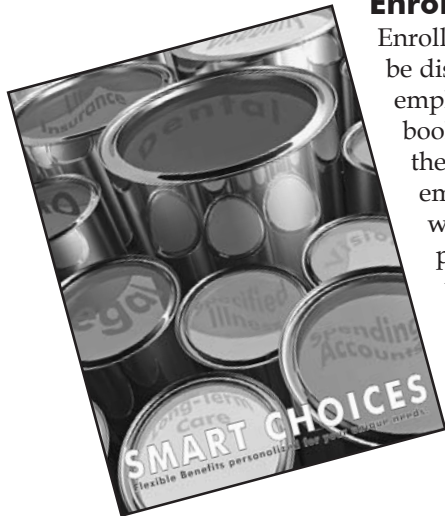
The 2005-2006 open enrollment brochure gives you an opportunity to look at your "new" benefit options and other changes effective July 1, 2005. Please review the information carefully as there are changes that will be new to everyone. More details are provided in the Enrollment Booklet available on the GMS web site at www.gabenefits.org or www.gms.state.ga.us



Mandatory Online Open Enrollment

Plan Year 2005 marks the beginning of mandatory online Open Enrollment for state employees. Since Option

Statements are only available on the Electronic Open Enrollment (EOE) web site, all employees must select their benefits online. Before making your selections, review the personal data on your web Option Statement for accuracy and notify your personnel/payroll office immediately if this information is incorrect.



Enrollment Booklet

Enrollment booklets will not be distributed to current employees. The enrollment booklet will be available on the GMS web site for employees to review. The web site will also have a print friendly version of the booklet available for printing. Agencies will receive a limited supply to distribute to "new hires" throughout the year.

Please read the Terms and Conditions in the enrollment booklet and on the Electronic Open Enrollment website.

Plan Year Change

Beginning January 1, 2006, the Flexible Benefits Program and the State Health Benefit Plan will make a plan year change. Effective on that date, all plan years will be based on a calendar year with Open Enrollments in the Fall.

Benefits selected during the upcoming Spring Open Enrollment period will be effective for a short plan year, July 1 through December 31, 2005. To make the transition to a calendar year, a second Open Enrollment period will be offered in October 2005 for benefits effective January 1 through December 31, 2006.

Specified Illness – NEW!

The Flexible Benefits Program and the Employee Benefit Plan Council are offering a new option, Specified Illness, with AIG American General. This plan provides a lump sum payout for

the following conditions meeting certain criteria.

- Cancer
- Heart Attack
- Renal Failure
- Major Organ Transplant (Heart, Lung, Kidney, Liver and Pancreas)
- Stroke

Employees will be able to take advantage of \$5,000 in coverage with no medical underwriting.* Additional coverage amounts of \$10,000, \$20,000, \$30,000, \$40,000 and \$50,000 may be selected subject to medical underwriting and approval by the vendor.

**If there is a 10% participation, \$10,000 in coverage will be guaranteed. If \$5,000 coverage is selected and 10% participation is met, employees will not be allowed to change election to \$10,000 even though it would be guaranteed issue.*

For further information, please see the Specified Illness section of the Enrollment Booklet or call AIG American General at 1-866-849-2958.

Employee, Spouse and Child Life/AD&D Insurance

We are pleased to announce that Minnesota Life will be the new provider of our group term life insurance and accidental death and dismemberment coverage, effective July 1, 2005. The following are enhancements:

- Employee Life (previous maximum of five times pay)
 - six times your pay
 - seven times your pay
- Spouse Life - offering 3 additional benefit amounts:
 - \$150,000
 - \$200,000
 - \$250,000
- Accidental Death and Dismemberment (previous maximum of five times pay)
 - six times your pay
 - seven times your pay
- Enhanced Accelerated Death Benefit
If you are diagnosed with a terminal illness with 12 months or less to live, you are now eligible to receive up to 100 percent of your employee life insurance in lieu of the death benefit being paid to your beneficiary.

For further information, please see the Employee, Spouse, and Child Life Insurance section of the Enrollment Booklet or call the Minnesota Life Atlanta Branch office at 1-800-660-2519.

Health Care Spending Account Debit Card - NEW!

Effective July 1, 2005, SHPS is offering the following enhancement to make the claims process more efficient:

- When you enroll in the Health CareFlexible Spending Account (FSA) program, you'll receive a VISA® Spending Account Card for purchases of eligible health care expenses such as prescriptions, medical, dental, or vision deductibles and co-payments. Not only will the new Spending Account Card relieve you from the burden of paying for expenses from your personal bank account, it will also reduce the

number of claims you need to file for reimbursement of healthcare expenses. Please remember that you must still keep your receipts since some transactions may require validation.

You will automatically receive the Spending Account Card, along with information about the card and how it can be used, when you enroll in a Health Care FSA through the State of Georgia Flexible Spending Account program. If you decide to utilize your card, upon activation, a one-time fee of \$5.10 will be deducted from your account for Plan Year 2005 (July 1 - December 31). The fee will be \$10.20 for Plan Year beginning January 1, 2006 (January 1 - December 31). You may request one additional card with your spouse or dependent's name on it, for a fee of \$5.00. If your card is lost or stolen, you may request another card for a fee of \$15.00. Since these fees are deducted from your account, they are also pre-tax.

- New Flexible Spending Account claim processing address and fax number:

SHPS, Inc.
Fax #: 1-866-643-2219
FSA Processing Center
P. O. Box 14646
Lexington, KY 40512

- Due to the short plan year (July 1 - December 31, 2005), the plan year maximums are as follows:
- Health Care Saving Account (HCSA) - \$2520.00 *
- Dependent Care Savings Account (DCSA) - \$2496.00 *

Therefore, please plan your expenses accordingly.

*Note that the monthly maximums of \$420.00 for HCSA and \$416.00 for DCSA remain the same.

For further information, please see the Spending Account section of the Enrollment Booklet available on the web site, www.gms.state.ga.us

Legal Insurance

We are pleased to announce that GE Signature LegalCare will be the new provider of our group legal plan insurance.

For further information, please see the Legal section of the Enrollment Booklet or call Signature LegalCare at 1-800-848-2014.

Electronic Open Enrollment Web Site

Please note the following changes in the Plan Year 2005 web enrollment:

- Your benefit selections are not considered final until you click the "Please Confirm My Benefit Choices" button. However, you may return to the web site as often as you like during the Open Enrollment period to make changes. The benefits selected as of Midnight on May 17th will be your final selections.
- YOU MUST SELECT EITHER A "COVERAGE LEVEL" OR "NO COVERAGE LEVEL" FOR SPECIFIED ILLNESS BEFORE ANY OF YOUR OTHER ELECTIONS CAN BE CONFIRMED. IF YOU DO NOT MAKE A FINAL CONFIRMATION, YOUR PREVIOUS YEAR'S SELECTIONS WILL "ROLLOVER" (except for Health) FOR PLAN YEAR 2005.
- Health options have changed significantly. Read carefully the SHBP information in the Health Plan Decision Guide. Failure to make selections during this Open Enrollment could have a financial impact on your premiums.

**Electronic Open Enrollment
Web On-Line Instructions
Open Enrollment 2005
April 22 - May 20, 2005**

**Web Navigation Help Desk
404-656-3000 / 1-800-264-3941
7:00 a.m. - 5:00 p.m.
(excluding Saturday, Sunday & State Holidays)**

Going On-Line

- Go on-line using your regular internet browser (recommended Internet Explorer 5.0 or higher).
- Type the web site address: www.gabenefits.org

Initial Sign-On

- Please read the Welcome page as it provides valuable information about the selection process.
- Click the READY button to proceed.
- Enter the following information:
 - User ID (your social security number without the dashes). Click the SUBMIT USER ID button.
 - Your birthdate (mm-dd-yyyy).
 - Password (the length of the password you create can be from 6-10 characters).
 - Re-enter password.
 - Select a security question. Click the drop-down arrow to see the choice of questions.
 - Answer the question (this will allow you to reset your password at a later date should you forget it).
- Click the **SUBMIT FIRST TIME DATA** button.
- Follow screen instructions to choose your options. Your selections are not final until you complete the confirmation process. **If you want to change your selection after confirmation, you may return to the web site as often as you like during the Open Enrollment period.**

Georgia receives accolades for HR initiatives

The Government Performance Project (GPP) Grading of the States 2005, recently announced its grading of the 50 states in four areas of management: Money, People, Infrastructure and Information. Georgia was one of 27 states that rated an overall “B” score. Only two states, Utah and Virginia, received an “A-” rating while the remaining states received a “C” as their overall grade. Evaluations of all 50 states were conducted through a massive process of surveys, interviews and online access to important information and data.

PEOPLE

Georgia received accolades for its human resource initiatives. The GPP honored Georgia as "the best managed human resources system in the country." Georgia is the only state in this report to receive a grade of "A" in the People category; boasting strengths in the areas of strategic workforce planning, hiring, training and development, and performance management.

“Georgia’s experiments in managing human resources are paying off big time,” the report says. Workforce Planning, which is designed to help agencies address any hiring, training, and retention challenges, was highlighted as an area of strength for Georgia.

According to the report, a competency dictionary

developed by the Georgia Merit System outlines 34 basic skill sets. This dictionary helps agencies identify necessary workforce qualifications and future skill requirements as opposed to just looking for employees to match a specific position. Agencies' abilities to control their hiring and firing practices, and to release underperforming employees without hindrance or lengthy processes were also attributed to the high rating in this category.

The 50-state average grade in the People category was a “B-”, with the State of Georgia acknowledged as a leader for its human resources operation with future-oriented thinking to match workforce needs with budgeting considerations.

“In Georgia - which may well have the best-managed HR operation in the country - agencies’ personnel plans are included as a module of their strategic and budget plans, which are submitted annually and look out three to five years,” the report summarizes. Governor Sonny Perdue's Leadership Institute, scheduled to rollout this fall, will further enhance leadership and performance development of Georgia's HR system.

MONEY

The GPP report recognized Georgia as "a competent financial manager." Governor Perdue was the first to

organize his administration to mirror a business by hiring the state's first chief financial officer and chief operating officer. Georgia, like other states, continued to deal with the challenges of small revenue growth. Although this growth remained small, the state's revenue structure is fairly balanced between income and sales taxes.

Georgia faired well in the Money category, scoring the same as the overall 50-state average, “B-” in the areas of long-term budget outlook, budget process, structural balance, and contracting and purchasing. The report cited the area of financial reporting as perhaps the biggest challenge for Georgia. Governor Perdue recently reorganized state accounting and financial reporting functions under a new state accounting officer.

INFRASTRUCTURE

The state was graded lowest in the area of infrastructure, which includes capital planning, project monitoring, maintenance, internal coordination and intergovernmental coordination. But even before the reports release, Governor. Perdue ordered a full inventory of state-owned properties in December. Perdue also appointed Ray Crawford as the first state property officer and is slated to sign an Executive Order containing at least

see **Human Resource** page 13

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

November 2004					
Name	Years of Service	Department			
Adams, Sarah R	29 yrs 08 mths	Ga. Dept. of Labor	Gregg, Timothy W	34 yrs 00 mths	Dept. of Juvenile Justice
Allen, Vicky M	14 yrs 10 mths	CSB-Satilla	Hamrick, Pamela F	30 yrs 00 mths	Ga. Dept. of Labor
Andrews, Carroll H	34 yrs 00 mths	Ga. Dept. of Labor	Hardaway, Cathron	34 yrs 00 mths	Ga. Dept. of Human Resources
Arnold, Mary E	33 yrs 09 mths	Ga. Dept. of Human Resources	Harper, Susan D	30 yrs 02 mths	Ga. Dept. of Human Resources
Avery, Patrice	18 yrs 00 mths	Secretary of State	Harrison, Betty D	30 yrs 07 mths	DHR - DFACS
Axley, Ronny R	12 yrs 00 mths	DHR - Public Health	Harrod, Marian M	30 yrs 09 mths	Cobb Co. DFCS
Bailey, Rose D	31 yrs 09 mths	CSB-Satilla	Henry, Savolia	18 yrs 01 mths	Dept. of Juvenile Justice
Bailey, Cora	27 yrs 09 mths	DHR - DFACS	Hewell, Thomas B	34 yrs 00 mths	Georgia Forestry Commission
Baker, Dorothy C	27 yrs 08 mths	DHR - Public Health	Hill, Marguerite B	30 yrs 03 mths	Ga. Dept. of Transportation
Barbee, William Frank	16 yrs 05 mths	Ga. Dept. of Corrections	Holland, Virginia A	31 yrs 02 mths	Ga. Dept. of Human Resources
Bates, Cora Sue Ann	16 yrs 00 mths	CSB-Albany	Holloway, Annie Ruth	21 yrs 03 mths	Ga. Dept. of Human Resources
Belcher III, David P	34 yrs 00 mths	Ga. Dept. of Natural Resources	Holloway, Mary E	14 yrs 04 mths	Ga. Dept. of Human Resources
Bender, Janet	30 yrs 09 mths	Ga. Dept. of Labor	Holton, Velma J	35 yrs 03 mths	DHR - DFACS
Bennett, Carol Shahan	30 yrs 01 mths	Ga. Dept. of Labor	Howe, Glinda S	28 yrs 07 mths	Ga. Dept. of Corrections
Bentley Jr, James C	34 yrs 00 mths	DHR - Public Health	Hughes, Edwin H	30 yrs 11 mths	Ga. Dept. of Transportation
Berry Jr, Edwin Nelson	30 yrs 09 mths	Ga. Dept. of Human Resources	Hughes, Michael D	30 yrs 01 mths	Ga. Dept. of Natural Resources
Blackstone, Claudie G	34 yrs 00 mths	Ga. Dept. of Human Resources	Hunt, Cleveland	17 yrs 09 mths	Ga. Dept. of Transportation
Blanding, Jocelyn D	22 yrs 00 mths	Department of Community Health	Ivey, Christelle B	15 yrs 05 mths	Ga. Dept. of Human Resources
Blocker, Eartha C	24 yrs 04 mths	Dept. of Juvenile Justice	Johnson, Laverne	34 yrs 00 mths	Supreme Court
Braddock, James Julian	15 yrs 00 mths	State Board Pardons & Paroles	Johnson, Juanita	34 yrs 00 mths	Ga. Dept. of Human Resources
Bradford, Walter S	18 yrs 01 mths	State Courts	Johnson, James E	12 yrs 07 mths	Ga. Dept. of Human Resources
Branton, Susan E	25 yrs 01 mths	Ga. Dept. of Human Resources	Jones, Lewis E	27 yrs 05 mths	Ga. Dept. of Labor
Bridges, Melba Bowden	30 yrs 03 mths	DHR - Public Health	Jordan, Leola W	34 yrs 00 mths	Ga. Dept. of Motor Veh. Safety
Brown, John C	36 yrs 08 mths	Ga. Dept. of Natural Resources	Kelley, Wanda S	30 yrs 00 mths	CSB-South Georgia
Brown, Cynthia V	20 yrs 01 mths	Dept. of Juvenile Justice	Kratz, Paul J	14 yrs 09 mths	Ga. Dept. of Motor Veh. Safety
Brown, Eddie Lee	14 yrs 03 mths	Ga. Dept. of Human Resources	Lamb, Henry G	18 yrs 04 mths	Ga. Dept. of Transportation
Brown, William E	13 yrs 06 mths	Conversion Company Default	Lankford, Raymond D	17 yrs 05 mths	Ga. Dept. of Corrections
Brown-Westbrook, Annie	29 yrs 02 mths	Ga. Dept. of Labor	Levine, Irvin	34 yrs 00 mths	Ga. Dept. of Labor
Burkett, Sally W	34 yrs 00 mths	Ga. Dept. of Labor	Lewin, Dennis L	34 yrs 01 mths	Ga. Dept. of Labor
Burks, Vivian A	18 yrs 11 mths	Ga. Dept. of Labor	Lewis, Bettie F	13 yrs 03 mths	DHR - DFACS
Burnette, Debra Ann	14 yrs 03 mths	Ga. Dept. of Corrections	Lyon, Harvey T	30 yrs 03 mths	Ga. Dept. of Corrections
Burns, Betty J	25 yrs 10 mths	Ga. Dept. of Natural Resources	Madden, Sarah A	18 yrs 04 mths	Ga. Dept. of Transportation
Butts, Valerie D	20 yrs 11 mths	Ga. Dept. of Corrections	Maddox, Debra Wester	34 yrs 00 mths	Ga. Dept. of Human Resources
Camp, Linda H	34 yrs 00 mths	DHR - DFACS	Mailhot, Gary B	34 yrs 00 mths	Ga. Dept. of Transportation
Carr, Kathy Marie	34 yrs 00 mths	Ga. Dept. of Corrections	Manecke, Joyce P	34 yrs 00 mths	Ga. Dept. of Labor
Carroll, Renate	26 yrs 05 mths	GA Dept of Banking & Finance	Maxwell, Marilyn C	25 yrs 08 mths	Superior Courts of Georgia
Carter, Roy	34 yrs 01 mths	Ga. Dept. of Human Resources	May, Bonnie M	27 yrs 02 mths	DHR - DFACS
Cauley, Ernestine	11 yrs 00 mths	Ga. Dept. of Corrections	McBride, Beverly	34 yrs 00 mths	Ga. Dept. of Natural Resources
Conley, Roy E	34 yrs 01 mths	Ga. Dept. of Audits	McCaskill, Yvonne M	34 yrs 00 mths	Ga. Dept. of Transportation
Crum, Susan Gay	17 yrs 01 mths	Ga. Dept. of Public Safety	McGill, Robert Lee	30 yrs 01 mths	Ga. Dept. of Corrections
Dailey, Katherine C	16 yrs 06 mths	Ga. Dept. of Labor	Meely, Virginia D	25 yrs 11 mths	DHR - DFACS
Daniel, Paula C	34 yrs 06 mths	DHR - DFACS	Mercado Jr, Eduardo	34 yrs 02 mths	Ga. Dept. of Human Resources
Daniels, John J	34 yrs 00 mths	Ga. Dept. of Public Safety	Mills, Blanche E	18 yrs 03 mths	Ga. Dept. of Corrections
Davis, Joan R	27 yrs 02 mths	Ga. Dept. of Transportation	Minter, Mattie Mae	20 yrs 04 mths	Department of Revenue
Deese, Jean Frazier	14 yrs 00 mths	CSB-GA Mountains	Moon, Lola Bell	29 yrs 10 mths	CSB-Northeast GA Center
Delong, Billy Bryson	32 yrs 01 mths	Ga. Dept. of Human Resources	Moore, Mary W	34 yrs 00 mths	Ga. Dept. of Human Resources
Dotson, Samuel Larry	19 yrs 06 mths	Ga. Dept. of Corrections	Murray, Melvin	28 yrs 02 mths	Ga. Dept. of Human Resources
Dougherty, William P Boone	11 yrs 04 mths	Ga. Dept. of Human Resources	Murray, Bobby Lowell	26 yrs 03 mths	Ga. Dept. of Transportation
Douglas, Rutherford	34 yrs 00 mths	Ga. Dept. of Human Resources	Myers, Evelyn Hodges	20 yrs 05 mths	Ga. Dept. of Labor
Duncan, Linda Iris	14 yrs 11 mths	Ga. Dept. of Human Resources	Nesbitt, Marvin E	14 yrs 07 mths	Ga. Dept. of Human Resources
Eminger, Bonnie P	34 yrs 02 mths	Ga. Dept. of Human Resources	Nicholson, John D	34 yrs 00 mths	Georgia Forestry Commission
Epps, Cynthia King	13 yrs 05 mths	DHR - Public Health	Norman, Carol V	11 yrs 01 mths	Ga. Dept. of Corrections
Ferguson, Linda Bynum	34 yrs 00 mths	Ga. Dept. of Transportation	Norris, Brent A	23 yrs 03 mths	Ga. Dept. of Labor
Flanders, Byron T	34 yrs 00 mths	Ga. Dept. of Corrections	Norton Jr, Roy N	32 yrs 06 mths	Georgia Public Broadcasting
Fleming, Ruth A	30 yrs 08 mths	DHR - DFACS	Olasoji, Paulette Jones	25 yrs 00 mths	DHR - Public Health
Ford, John Paul	34 yrs 01 mths	Ga. Dept. of Corrections	Parkman, Mollie L	20 yrs 05 mths	Ga. Dept. of Natural Resources
French, Gwendolyn L	16 yrs 03 mths	Ga. Dept. of Corrections	Phillips, Grace Lee	19 yrs 00 mths	Conversion Company Default
French, Regina A	11 yrs 08 mths	DHR - Public Health	Pickelsimer Jr, Kenith J	10 yrs 04 mths	Ga. Dept. of Corrections
Garland, Joseph M	34 yrs 00 mths	Ga. Dept. of Transportation	Pittman, Leroy	10 yrs 06 mths	Ga. Dept. of Transportation
Garnett, James F	14 yrs 00 mths	Superior Courts of Georgia	Poole, Jerry C	20 yrs 09 mths	Ga. Dept. of Veterans Service
Garrison, Joseph Kenneth	15 yrs 10 mths	Ga. Dept. of Transportation	Powell, Jewell	30 yrs 02 mths	CSB-Gwinnett/Rockdale/Newton
Gaskin, Janet K	25 yrs 00 mths	Ga. Dept. of Transportation	Powell, Tommie B	18 yrs 03 mths	Johnson Co. DFCS
Gibbons, Ward M	22 yrs 09 mths	Ga. Dept. of Labor	Reeves, Debra E	30 yrs 00 mths	Ga. Dept. of Corrections
Gibbs, Betty J	14 yrs 10 mths	Ga. Dept. of Corrections	Reeves, Carolyn A	27 yrs 07 mths	State Board Pardons & Paroles
Gibbs, Brenda L	10 yrs 01 mths	Ga. Dept. of Corrections	Rentz, Mary Yevonne	10 yrs 02 mths	Ga. Dept. of Human Resources
			Rivers, Claude L	34 yrs 00 mths	Ga. Dept. of Transportation
			Rowan, Yvonne S	30 yrs 09 mths	Ga. Dept. of Human Resources
			Rowell, Betty Jane	15 yrs 02 mths	Ga. Dept. of Motor Veh. Safety

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Sams, Ralph Wayne	30 yrs 00 mths	Ga. World Congress Center	Bacon, Albert L	21 yrs 11 mths	Ga. Dept. of Corrections
Sanders, Randall L	34 yrs 00 mths	Department of Revenue	Baker, Morris D	28 yrs 10 mths	Office of Comm. of Insurance
Scafffe, Sue V	34 yrs 08 mths	Ga. Dept. of Human Resources	Barnes, Johnny Hammond	28 yrs 01 mths	Ga. Dept. of Corrections
Scott, Johnny	34 yrs 01 mths	Ga. Dept. of Corrections	Bedingfield, Mary Alice	23 yrs 09 mths	Ga. Dept. of Human Resources
Senft, Trina K	34 yrs 04 mths	Ga. Dept. of Public Safety	Bennett, Margaret G	24 yrs 11 mths	Ga. Dept. of Labor
Shelley, Mary W	32 yrs 08 mths	CSB-GA Highlands	Blosser, Donn E	16 yrs 00 mths	Ga. Dept. of Labor
Shinhoster, Lillian H	21 yrs 03 mths	Conversion Company Default	Boatner, Larry J	18 yrs 05 mths	Ga. Dept. of Human Resources
Sikes, John Robert	21 yrs 10 mths	Conversion Company Default	Bostic, Doris V. Hood	30 yrs 02 mths	DHR - DFACS
Singley, Rodney Eugene	29 yrs 10 mths	Ga. Dept. of Motor Veh. Safety	Bottin, Julia S	31 yrs 07 mths	Ga. Dept. of Transportation
Slack, Ruby L	20 yrs 08 mths	DHR - DFACS	Bowen, Thelma R	35 yrs 06 mths	Ga. Dept. of Labor
Slaughter, Billy L	27 yrs 08 mths	Ga. Dept. of Natural Resources	Boyett, Melvin Louis	27 yrs 00 mths	Ga. Dept. of Corrections
Smith, John K	34 yrs 04 mths	Ga. World Congress Center	Bradfield, George F	34 yrs 00 mths	Ga. Dept. of Transportation
Smith, Margaret A	34 yrs 01 mths	Ga. Dept. of Human Resources	Braswell, Karolyn	27 yrs 10 mths	Ga. Dept. of Human Resources
Smith, Stranly E	34 yrs 00 mths	Ga. Dept. of Transportation	Brodnax, Joyce Wade	32 yrs 00 mths	Ga. Dept. of Corrections
Smith, Paulette S	34 yrs 00 mths	Ga. Dept. of Human Resources	Browder, Sandra H	34 yrs 01 mths	DHR - DFACS
Smith, JoAnn E	30 yrs 07 mths	Ga. Dept. of Human Resources	Brown, Kelly P	23 yrs 01 mths	Ga. Dept. of Corrections
Smith, Samuel G	10 yrs 07 mths	Ga. Dept. of Veterans Service	Brown, Connie	14 yrs 03 mths	Ga. Dept. of Corrections
Smith III, Ernest M	34 yrs 00 mths	Ga. Dept. of Labor	Bruce, Nancy M	34 yrs 04 mths	DHR - DFACS
Staff, Glenn F	19 yrs 11 mths	Ga. Dept. of Corrections	Bryant, Kathryn A	25 yrs 10 mths	Ga. Dept. of Corrections
Stanley, Edward H	34 yrs 00 mths	Ga. Dept. of Transportation	Burch, Lewis	22 yrs 05 mths	Ga. Dept. of Human Resources
Stephens, Don S	17 yrs 06 mths	Ga. Merit System of Pers. Adm.	Burnham, Joseph Jackson	21 yrs 08 mths	Ga. Dept. of Corrections
Stubbs, Ronny L	34 yrs 00 mths	Ga. Dept. of Transportation	Bush, Cewell Thomas	14 yrs 04 mths	Ga. Dept. of Labor
Swinney, Lillie B	18 yrs 11 mths	Ga. Dept. of Corrections	Caldwell, Nanci A	34 yrs 06 mths	Supreme Court
Taylor, Mary Louise	17 yrs 02 mths	Ga. Dept. of Corrections	Camp, M Linda	19 yrs 03 mths	DHR - DFACS
Thompson, William L	10 yrs 05 mths	Office of Planning and Budget	Campbell, Steve	34 yrs 00 mths	Georgia Forestry Commission
Timmons, Mary Lorriane K	29 yrs 06 mths	Ga. Dept. of Human Resources	Cannie, Alfred D	34 yrs 00 mths	Ga. Dept. of Human Resources
Tolen, Sherry	28 yrs 03 mths	Ga. Dept. of Labor	Canup, Gerry Moore	27 yrs 11 mths	Ga. Dept. of Labor
Tucker, Lawrence E	30 yrs 05 mths	Ga. Dept. of Transportation	Chace, George James	11 yrs 10 mths	Ga. Dept. of Corrections
Tucker, Paula Jacque	20 yrs 06 mths	Office of Comm. of Insurance	Clark, Gail O	34 yrs 00 mths	DHR - DFACS
Turcotte, Ronald F	13 yrs 10 mths	Ga. Dept. of Corrections	Clemons, Wanda Adams	22 yrs 04 mths	DHR - DFACS
Turner, Susan M	13 yrs 05 mths	State Board Pardons & Paroles	Clines, Boyd	31 yrs 03 mths	Ga. Dept. of Natural Resources
Tyler, Barbara A	19 yrs 00 mths	Department of Revenue	Cole, Judy Beth	13 yrs 10 mths	Ga. Dept. of Human Resources
Underwood Jr, Welton E	22 yrs 00 mths	Ga. Dept. of Corrections	Coleman, Bobbie James	16 yrs 10 mths	Ga. Dept. of Corrections
Vincent Jr, John Thomas	15 yrs 10 mths	Department of Community Health	Cone, Caroline V	25 yrs 07 mths	Ga. Dept. of Human Resources
Wade, Judith H	14 yrs 06 mths	DHR - Public Health	Covington, Sarah H	16 yrs 00 mths	DHR - DFACS
Walker, Solomon	15 yrs 07 mths	Ga. Dept. of Transportation	Cowart, Josephine A	36 yrs 05 mths	Ga. Dept. of Human Resources
Wease, Sydney L	34 yrs 00 mths	Ga. Dept. of Human Resources	Cowart, Benje L	34 yrs 01 mths	Ga. Dept. of Public Safety
Weathers, Debra M	18 yrs 04 mths	DHR - DFACS	Crum, Charles Don	14 yrs 04 mths	Ga. Dept. of Corrections
Weaver, Mary Ann	10 yrs 09 mths	Macon Tech Institute	Curry, Mary W	10 yrs 11 mths	Ga. Dept. of Corrections
Webb, Ronnie J	16 yrs 01 mths	State Board of Workers' Comp	Danforth, Roger D	30 yrs 10 mths	Ga. Dept. of Transportation
Welch, Linda N	27 yrs 11 mths	Dept. of Juvenile Justice	Davis, Nelson J	31 yrs 08 mths	Ga. Dept. of Transportation
Wester, Kathryn W	33 yrs 09 mths	Ga. Dept. of Human Resources	Degner, Mildred M	31 yrs 01 mths	Department of Revenue
Williams, Lucille	31 yrs 01 mths	Ga. Dept. of Human Resources	Denney, Carole C	31 yrs 00 mths	Ga. Dept. of Labor
Williams, Brion K	27 yrs 11 mths	Georgia Forestry Commission	Dilbeck, Barbara Ann	18 yrs 10 mths	CSB-GA Mountains
Willson, Lyneve C	25 yrs 00 mths	CSB-Cobb County	Dixon, Dianne H	31 yrs 05 mths	Ga. Dept. of Human Resources
Wilson, Army S	30 yrs 01 mths	DHR - DFACS	Dominy, Lawanda D	23 yrs 01 mths	Ga Dept of Motor Veh. Safety
Wingo, June M	23 yrs 10 mths	DHR - Public Health	Eastmead, Donald C	34 yrs 02 mths	Ga. Dept. of Human Resources
Wood Jr, Louis M	31 yrs 06 mths	Ga. Dept. of Human Resources	Edwards, Gwendolyn P	34 yrs 01 mths	Ga. Dept. of Motor Veh. Safety
Woodward, Gloria Jean	15 yrs 03 mths	Ga Dept of Motor Veh. Safety	Elzy, Edwin Cornelius	13 yrs 08 mths	Ga. Dept. of Corrections
Wright, Lynda W	34 yrs 00 mths	Ga. Dept. of Transportation	Ensley, Allan J	26 yrs 08 mths	Ga. Dept. of Motor Veh. Safety
Wright, Lucille	21 yrs 02 mths	Ga. Dept. of Human Resources	Etheredge, Edward Neal	19 yrs 02 mths	Ga. Dept. of Public Safety
Wynn, Gregory O	34 yrs 00 mths	Ga. Dept. of Labor	Everhardt, Elaine T	34 yrs 00 mths	Ga. Dept. of Community Affairs
Young, Marjorie H	34 yrs 02 mths	Ga. Merit System of Pers. Adm.	Fair Jr, John R	34 yrs 00 mths	Ga. Dept. of Corrections
Young, Wanda H	31 yrs 01 mths	Department of Revenue	Farmer, Shirley A	21 yrs 04 mths	Ga. Dept. of Transportation
			Finley, Harry L	34 yrs 00 mths	Ga. Dept. of Corrections
			Fralely Jr, James Henry	27 yrs 09 mths	Ga. Dept. of Human Resources
			Gaskins, Don R	34 yrs 00 mths	Ga. Dept. of Transportation
			Giles, Kenneth W	34 yrs 00 mths	Ga. Dept. of Human Resources
			Gillis, Paul H	31 yrs 10 mths	Georgia Forestry Commission
			Glisson, Patricia N	16 yrs 01 mths	Ga. Dept. of Corrections
			Gould Jr, Frank L	34 yrs 00 mths	Ga. Dept. of Corrections
			Grant, Bertha E	20 yrs 03 mths	CSB-Coastal
			Grantham, David	32 yrs 08 mths	Ga. Dept. of Transportation
			Green, Evelyn	31 yrs 11 mths	Ga. Dept. of Human Resources
			Grier, Thirley M	18 yrs 05 mths	Ga. Dept. of Human Resources
			Grindle, Ronald E	30 yrs 00 mths	Department of Revenue
			Gupta, Bal Krishan	10 yrs 02 mths	GA State Fin. & Invest. Comm.
			Hall, Deborah L	31 yrs 02 mths	Ga. Dept. of Human Resources

December 2004

Name	Years of Service	Department
Aaron, Cecil A	11 yrs 09 mths	Ga. Dept. of Labor
Abbott, Beverly W	31 yrs 04 mths	Ga. Dept. of Human Resources
Adams, Melvin E	34 yrs 00 mths	Ga. Dept. of Corrections
Adams, Alvin J	27 yrs 07 mths	Ga. Dept. of Human Resources
Amor, Sharon B	34 yrs 00 mths	Ga. Dept. of Human Resources
Anderson, Judith H	34 yrs 00 mths	Secretary of State
Andrews, Mattie M	24 yrs 11 mths	Ga. Dept. of Human Resources

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Harris, Barbara E	18 yrs 10 mths	George L. Smith II - GWCCA
Harris, Gennie L	17 yrs 11 mths	Ga. Dept. of Human Resources
Hawkins Sr, Robert A	25 yrs 01 mths	Ga. Dept. of Natural Resources
Hester, Billy Steven	18 yrs 02 mths	Ga. Dept. of Corrections
Hill, Mattie Louise	24 yrs 07 mths	Ga. Dept. of Human Resources
Hobbs Jr, Jerry L	34 yrs 03 mths	Ga. Dept. of Transportation
Hollis, Dallis Y	18 yrs 01 mths	Ga. Dept. of Motor Veh. Safety
Horne, Patricia Ann	26 yrs 01 mths	DHR - DFACS
Hough, Artis Pearl	30 yrs 04 mths	Ga. Dept. of Education
Howard Jr, Hughland	29 yrs 00 mths	Ga. Correctional Industries
Howerton, David Cecil	23 yrs 05 mths	Ga. Dept. of Public Safety
Huang, Fumei	12 yrs 03 mths	Ga. Dept. of Natural Resources
Ivey, Catherine D	33 yrs 09 mths	DHR - Public Health
Jackson, Shirley G	34 yrs 00 mths	DHR - DFACS
Johnson, Alisha Lea	20 yrs 05 mths	Department of Revenue
Jones, Dan R	34 yrs 01 mths	Ga. Dept. of Motor Veh. Safety
Jones, Alethea W	34 yrs 00 mths	Ga. Dept. of Human Resources
Jones Jr, Herman C	30 yrs 00 mths	Ga. Dept. of Labor
Justice Jr, Eddie	18 yrs 01 mths	Ga. Dept. of Corrections
Kemmerick, Gwendolyn C	30 yrs 00 mths	Dept of Economic Development
Kendrick, Margaret L	32 yrs 01 mths	Ga. Dept. of Labor
Land, Timothy Grady	34 yrs 00 mths	Ga. Dept. of Public Safety
Lang Jr, John George	34 yrs 01 mths	Ga. Bureau of Investigation
Lee, Shirley M	13 yrs 11 mths	Tax Officials
Lunsford, Perry Charles	34 yrs 00 mths	Office of Planning and Budget
Mason, Reba N	12 yrs 07 mths	Ga. Dept. of Education
Mathis, Stephen Christopher	13 yrs 06 mths	Ga. Dept. of Public Safety
Maxwell, Sandra Kay	17 yrs 02 mths	Ga. Dept. of Corrections
Mays, Ronnie G	10 yrs 10 mths	Ga. Dept. of Corrections
McCullough, Jack N	31 yrs 03 mths	Ga. Correctional Industries
McKinley, Michael L	32 yrs 00 mths	Ga. Dept. of Labor
McLarty, Linda J	14 yrs 00 mths	Ga. Dept. of Agriculture
Milford, Linda G	34 yrs 00 mths	Ga. Dept. of Corrections
Mitchell, Martha P	30 yrs 09 mths	DHR - DFACS
Mixon, Johnny R	34 yrs 00 mths	Ga. Dept. of Agriculture
Moore, Edward Larry	34 yrs 05 mths	Ga. Dept. of Agriculture
Moore, Gloria	16 yrs 02 mths	DHR - DFACS
Morris, Mary E	10 yrs 01 mths	Conversion Company Default
Moskal, William J	34 yrs 00 mths	Ga. Dept. of Transportation
Newsome, Jerry B	18 yrs 02 mths	Ga. Dept. of Corrections
O'Barr, Sarah P	34 yrs 00 mths	DHR - DFACS
Oliver, Roy Snider	30 yrs 00 mths	Ga. Dept. of Human Resources
Osborne, P Douglas	13 yrs 08 mths	Medical College of GA
Owens, Yolanda	34 yrs 00 mths	Ga. Dept. of Labor
Panick, Daisy M	10 yrs 00 mths	Ga. Dept. of Corrections
Pero, Gary Douglas	10 yrs 01 mths	DHR - DFACS
Phillips, Vivian M	26 yrs 03 mths	Ga. Dept. of Human Resources
Phillips, Guerry M	21 yrs 01 mths	Ga. Dept. of Corrections
Pinkard Jr, Homer Thomas	30 yrs 10 mths	Ga. Dept. of Corrections
Pless, Bobbie G	18 yrs 08 mths	DHR - DFACS
Powell, Herbert L	34 yrs 00 mths	Ga. Dept. of Corrections
Prescott, Mary Louise	30 yrs 00 mths	Ga. Dept. of Human Resources
Pritchett, David P	21 yrs 08 mths	Ga. Dept. of Public Safety
Raulerson, Leonard T	10 yrs 09 mths	Ga. Dept. of Natural Resources
Ray, Betty Sandra	10 yrs 00 mths	Hall Co. PH
Rhodes, Sara Frances	34 yrs 00 mths	Houston Co. DFCS
Rich, Grace Woods	20 yrs 05 mths	Ga. Dept. of Corrections
Rigdon, Kathy S	34 yrs 01 mths	Ga. Bureau of Investigation
Robinson, Alice J	34 yrs 00 mths	Ga. Dept. of Human Resources
Rosenzweig, Bette E	19 yrs 01 mths	Conversion Company Default
Rowe, James William	27 yrs 04 mths	Ga. Dept. of Transportation
Russell, Mary B	15 yrs 02 mths	Ga. Dept. of Human Resources
Rutherford, Ilona M	23 yrs 02 mths	Ga. Dept. of Community Affairs
Rutland, Doris F	34 yrs 01 mths	Ga. Dept. of Natural Resources
Sanders, Sheila W	34 yrs 00 mths	Haralson Co. DFCS
Scott Jr, Earnest	34 yrs 00 mths	Ga. Dept. of Transportation
Shaw, Hollis E	34 yrs 00 mths	Ga. Dept. of Transportation

Shaw, Bryan R	26 yrs 08 mths	Dept. of Juvenile Justice
Shemper, Judith A	13 yrs 03 mths	Ga. Dept. of Human Resources
Shuler, Ruth S	20 yrs 10 mths	Department of Revenue
Slappey, Joseph E	17 yrs 01 mths	Department of Revenue
Smith, Nancy G	30 yrs 02 mths	Ga. Dept. of Labor
Smith, Robert L	26 yrs 00 mths	Ga. Dept. of Labor
Smith, George J	18 yrs 07 mths	Ga. Dept. of Labor
Snyder, Patricia A	19 yrs 09 mths	Ga. Dept. of Corrections
Stacey, Clifford Wayne	12 yrs 00 mths	Ga. World Congress Center
Stanley, Vina G	25 yrs 05 mths	Ga. Dept. of Human Resources
Steiner, Stan R	34 yrs 00 mths	Ga. Dept. of Natural Resources
Stephens, Edwanna L. Smith	15 yrs 01 mths	DHR - DFACS
Stiles, Charles J	34 yrs 00 mths	Ga. Dept. of Human Resources
Stuckey, Bette Johnson	15 yrs 00 mths	CSB - E. Central Georgia
Sullivan, Michael A	34 yrs 00 mths	Ga. Dept. of Human Resources
Sweat, Lois F	10 yrs 07 mths	Ga. Dept. of Corrections
Tallant, Benny R	29 yrs 01 mths	Ga. Dept. of Public Safety
Taylor, Robert L	34 yrs 00 mths	Ga. Dept. of Corrections
Thomas, Martha S	37 yrs 03 mths	DHR - DFACS
Thompson, Jo Anne	11 yrs 03 mths	Ga. Dept. of Labor
Trawick, Adam	34 yrs 06 mths	Ga. Dept. of Human Resources
Vernon, Susan A	34 yrs 00 mths	Ga. Dept. of Labor
Vickers, Daniel L	19 yrs 03 mths	Georgia Building Authority
Walden, Mary A	24 yrs 11 mths	Ga. Dept. of Human Resources
Walker, Thomasina	18 yrs 03 mths	DHR - Public Health
Wallace, Elaine Wood	22 yrs 06 mths	Ga. Dept. of Corrections
Weaver, Sybil B	23 yrs 11 mths	DHR - Public Health
Webb, Viola Brooks	11 yrs 07 mths	Ga. Dept. of Human Resources
Whitaker, Ronald D	34 yrs 01 mths	Ga. Dept. of Transportation
White, John G	21 yrs 06 mths	Ga. Student Finance Commission
Wiggins, Bonnie L	34 yrs 00 mths	DHR - DFACS
Williams, Kathryn M	34 yrs 00 mths	Ga. Dept. of Human Resources
Williams, Elizabeth F	18 yrs 06 mths	Ga. Dept. of Corrections
Williams Jr, Daniel Thomas	10 yrs 01 mths	General Assembly of Georgia
Woods, Glenda Kay	17 yrs 08 mths	Ga. Dept. of Corrections
Woolfork, Anthony T	17 yrs 00 mths	Ga. Dept. of Corrections
Wynn, Lindsey E	30 yrs 00 mths	Ga. Dept. of Transportation

January 2005

Name	Years of Service	Department
Anderson, Larry S	34 yrs 00 mths	Dept. of Juvenile Justice
Asbell, Sherry Ann	24 yrs 10 mths	Superior Courts of Georgia
Bailey, Hubert D	42 yrs 01 mths	Tax Officials
Battle, Louise H	32 yrs 00 mths	Ga. Dept. of Labor
Battle, Annie R	30 yrs 03 mths	Ga. Dept. of Human Resources
Bellflower, Timmy H	16 yrs 08 mths	Ga. Dept. of Labor
Bentley, Gloria T	30 yrs 00 mths	DHR - DFACS
Bernknopf, Stanley	20 yrs 10 mths	Conversion Company Default
Biggers, Harriet B	26 yrs 05 mths	Superior Courts of Georgia
Bing, Herman	34 yrs 01 mths	Ga. Dept. of Human Resources
Blair, Carol	13 yrs 05 mths	Ga. Dept. of Labor
Boyd, Jeannean A	34 yrs 00 mths	State Board Pardons & Paroles
Brown, Jean B	34 yrs 02 mths	Ga. Dept. of Natural Resources
Brown, Samuel M	30 yrs 00 mths	Georgia Forestry Commission
Brown, Carl Edward	21 yrs 08 mths	Department of Revenue
Busby, Easter W	17 yrs 03 mths	Ga. Dept. of Corrections
Bush, M. E.	19 yrs 08 mths	Richmond Co. DFCS
Bush, Ann	15 yrs 02 mths	Tax Officials
Butts Sr, Spencer R	30 yrs 04 mths	Ga. Dept. of Human Resources
Cagle, Brenda W	13 yrs 02 mths	Hall Co. PH
Campbell, Letha V	34 yrs 00 mths	Cobb Co
Cannon, Rachel	11 yrs 02 mths	Tax Officials
Carter, Donnie L	30 yrs 07 mths	Ga. Dept. of Transportation

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Carter, Wendy H	27 yrs 00 mths	Peach Co. DFCS	Lambert, Tina L	18 yrs 04 mths	CSB-Lookout Mountain
Carter, B.Roger	10 yrs 03 mths	Ga. Dept. of Natural Resources	Lancaster, Diane	16 yrs 08 mths	Tax Officials
Carter Jr, James M	25 yrs 06 mths	CSB-Satilla	Lang, Edith Anne	10 yrs 00 mths	Department of Revenue
Chapman, Ronald H	34 yrs 02 mths	Ga. Dept. of Human Resources	Lanning, James Carrol	18 yrs 11 mths	Georgia Forestry Commission
Chesnutt, Martha E	25 yrs 10 mths	CSB-Georgia Pines	Lazenby, William R	34 yrs 04 mths	Georgia Forestry Commission
Clark, Shelia A	20 yrs 01 mths	DHR - Public Health	Lemon, Earlene S	31 yrs 09 mths	CSB-Coastal
Coley, Hinton L	26 yrs 05 mths	Ga. Dept. of Transportation	Lewallen, Jean	12 yrs 03 mths	Dept. of Tech & Adult Ed.
Conley, Dorothy R	16 yrs 01 mths	Ga. Dept. of Human Resources	Lewis, Benjamin E	30 yrs 11 mths	Ga. Dept. of Human Resources
Conner, Shirley T	34 yrs 01 mths	North Ga Tech Institute	Long, Pamala Yvonne	34 yrs 00 mths	Ga. Dept. of Labor
Conner, Patricia Gail	24 yrs 01 mths	Department of Revenue	Lowery, Wilbur Ellis	22 yrs 09 mths	Ga. Dept. of Natural Resources
Couch, Joan E	31 yrs 01 mths	Ga. Dept. of Human Resources	Luckey, Peggy S	27 yrs 09 mths	Ga. Dept. of Corrections
Council, Bettie Lue	30 yrs 01 mths	Ga. Dept. of Human Resources	Lynch, Evelyn	34 yrs 11 mths	Ga. Dept. of Human Resources
Craft, Jesse L	10 yrs 00 mths	Ga. Dept. of Agriculture	Mann, Frances Gail	10 yrs 00 mths	Ga. Dept. of Labor
Daniels, Nannie B	29 yrs 03 mths	Ga. Dept. of Human Resources	Mason, Juanita	40 yrs 06 mths	Tax Officials
Dawson, Carolyn F	28 yrs 10 mths	State Board of Workers' Comp	McConnell, Gary Wallace	13 yrs 06 mths	Office of Planning and Budget
Deal, Joyce B	15 yrs 07 mths	DHR - BOCOP	McDonald, Wilma R	23 yrs 05 mths	CSB Gwin./Rockdale/Newton
Dixon, Willie R	25 yrs 06 mths	Dept. of Juvenile Justice	McLendon, Anita D	30 yrs 00 mths	Ga. Dept. of Labor
Dolomon, Willie S	22 yrs 06 mths	Ga. World Congress Center	McLeod, Roger Dean	30 yrs 09 mths	Ga. Dept. of Public Safety
Driggers, Mary H	10 yrs 06 mths	Dept. of Juvenile Justice	McWatty, Theresa Virginia	17 yrs 07 mths	DHR - Public Health
Dubois, William Edward	26 yrs 03 mths	Ga. Dept. of Human Resources	Mitchell, Nora E	33 yrs 11 mths	CSB-Northeast GA Center
Dunaway, Lavenia	15 yrs 06 mths	Ga. Dept. of Corrections	Moats, Evelyn	22 yrs 06 mths	Tax Officials
Dyer, Herbert C	26 yrs 06 mths	Department of Revenue	Moon, Barbara H	26 yrs 10 mths	CSB-Gwin./Rockdale/Newton
Edenfield, Bonnie H	25 yrs 07 mths	Superior Courts of Georgia	Moran, Shirley R	30 yrs 03 mths	Ga. Dept. of Education
Eldridge, Frank M	10 yrs 02 mths	Ga. Court of Appeals	Morrall, Bernadette M	14 yrs 07 mths	Ga. Dept. of Human Resources
Eller, Curtis R	28 yrs 03 mths	Ga. Dept. of Corrections	Mullens, Ralph E	10 yrs 00 mths	Ga. Dept. of Veterans Service
Ellis, George A	34 yrs 00 mths	Ga. Dept. of Public Safety	Murdaugh, Randolph L	21 yrs 01 mths	Ga. Dept. of Corrections
Elmore, Flora Elizabeth	19 yrs 05 mths	Ga. Dept. of Human Resources	Murphy, Laura	10 yrs 02 mths	Dept. of Juvenile Justice
Evans, J David	34 yrs 00 mths	Ga. Dept. of Human Resources	Murray, Michael A	12 yrs 04 mths	Ga. Correctional Industries
Fairchild, Mary Sue	19 yrs 06 mths	Ga. Dept. of Corrections	Musgrove Jr, William Edgar	13 yrs 11 mths	Ga. Dept. of Corrections
Fisher, Douglas M	30 yrs 01 mths	George L. Smith II - GWCCA	Nally, Andy J	32 yrs 09 mths	Tax Officials
Foster, Kenneth R	21 yrs 08 mths	Ga. Dept. of Corrections	Norman Sr, Charles M	19 yrs 06 mths	Superior Courts of Georgia
Fowler, Alberta C	30 yrs 04 mths	Tax Officials	Ogundare, Laitan	25 yrs 01 mths	DHR - Public Health
Fowler, Alvin C	29 yrs 04 mths	Forsyth Co. DFCS	Oneal, Josephine	29 yrs 09 mths	Tax Officials
Frey, Daniel T	30 yrs 00 mths	Ga. Dept. of Labor	Parris, Adrain Carrol	14 yrs 11 mths	Ga. Dept. of Human Resources
Fugate, Brenda M	26 yrs 07 mths	DHR - DFACS	Penland, Jean S	11 yrs 01 mths	Ga. Dept. of Labor
Gammon, George W	22 yrs 07 mths	Ga. Dept. of Corrections	Perry, Dayle K	34 yrs 00 mths	Ga. Public Service Commission
Gerrells, Douglas O	37 yrs 06 mths	Ga. Dept. of Corrections	Pinkston, Marshall Ann	30 yrs 08 mths	Ga. Dept. of Human Resources
Gordon, Luther J	34 yrs 00 mths	Ga. Dept. of Human Resources	Pittard, Jerry L	20 yrs 11 mths	Ga. Dept. of Human Resources
Green, Hilda B	29 yrs.	Office of Planning & Budget	Polson, Patricia Ann	34 yrs 00 mths	Ga. Dept. of Human Resources
Greene, Betty E	25 yrs 09 mths	Superior Courts of Georgia	Pridgen, Howard L	30 yrs 00 mths	Ga. Dept. of Corrections
Greer, Joanne C	36 yrs 00 mths	North Ga Tech Institute	Pulliam, Sherille Ann	14 yrs 06 mths	Ga. Dept. of Corrections
Gresham, Willie C	13 yrs 01 mths	George L. Smith II - GWCCA	Reaves, Judy B	34 yrs 00 mths	Ga. Dept. of Human Resources
Griffin, Catherine Gaddis	15 yrs 06 mths	Ga. Dept. of Human Resources	Reese, Steven B	17 yrs 00 mths	Ga. Dept. of Corrections
Hadden, Charles Allen	21 yrs 04 mths	Office of Comm. of Insurance	Reid, Carolyn W	30 yrs 01 mths	Dougherty Co. DFCS
Hall, John L	10 yrs 07 mths	Ga. Dept. of Community Affairs	Reynolds, Walter A	25 yrs 07 mths	Ga. Dept. of Corrections
Hammonds, Yvonne K	11 yrs 00 mths	Ga. Dept. of Community Affairs	Rhodes, Connie L	19 yrs 06 mths	Ga. Dept. of Corrections
Harding, Faye	31 yrs 10 mths	Ga. Dept. of Human Resources	Rhoton, Anthony Lee	15 yrs 05 mths	Ga. Dept. of Corrections
Harris, Laura A	20 yrs 03 mths	Department of Revenue	Robbins, Deborah H	29 yrs 00 mths	Ga. Dept. of Human Resources
Hawkins Jr, William C	34 yrs 00 mths	Dept. of Juvenile Justice	Roberts, Carol D	30 yrs 02 mths	Clayton Co. PH
Hendrix, Rita A	34 yrs 00 mths	Ga. Dept. of Corrections	Roberts, Ronald J	26 yrs 09 mths	DHR - DFACS
Hicks, Louis Decurie	15 yrs 05 mths	George L. Smith II - GWCCA	Robertson, Donald G	34 yrs 01 mths	Ga. Bureau of Investigation
Hill, Carol O	31 yrs 01 mths	Ga. Dept. of Education	Roper, Jackie Loretta	26 yrs 06 mths	Ga. Dept. of Public Safety
Hill, Linda L	23 yrs 00 mths	CSB-Lookout Mountain	Russell, Shirley Parks	15 yrs 04 mths	Superior Courts of Georgia
Hobbs, D Robert	46 yrs 05 mths	General Assembly of Georgia	Russell, Judith A	14 yrs 04 mths	Dept. of Juvenile Justice
Hudson, Virginia Carolyn F	34 yrs 03 mths	Secretary of State	Seger Jr, Rudolph	11 yrs 06 mths	Georgia Building Authority
Hunt, Nettie M	30 yrs 00 mths	Ga. Dept. of Human Resources	Shafer, John W	26 yrs.	Ga. Sport Hall of Fame
Hunter, Earnestine	22 yrs 06 mths	State Courts	Sheain, Donna R	25 yrs 05 mths	Georgia Technology Authority
Hunter, Celestine	20 yrs 03 mths	Ga. Dept. of Motor Veh. Safety	Sheffield, Jane M	34 yrs 00 mths	Newton Co. DFCS
Hussey, Patricia	14 yrs 00 mths	Tax Officials	Shepard, Lawanda C	34 yrs 00 mths	Ga. Dept. of Human Resources
James, Marty Robert	15 yrs 11 mths	Ga. Dept. of Human Resources	Shipman, Barbara Ann	10 yrs 01 mths	Ga. Dept. of Human Resources
Jarrard, Lynn	18 yrs 11 mths	CSB-GA Mountains	Slate, Brenda J	22 yrs 03 mths	Ga. Dept. of Labor
Johnson, Joyce G	34 yrs 00 mths	Wheeler Co. DFCS	Smith, Katie A	10 yrs 00 mths	Ga. Dept. of Corrections
Johnson, Judy Juanita	10 yrs 09 mths	CSB-GA Mountains	Smith Jr, Carl Vinson	25 yrs 06 mths	Ga. Dept. of Corrections
Johnston, Adalia R	26 yrs 03 mths	Ga. Dept. of Labor	Smothers, Frankie F	34 yrs 00 mths	DHR - DFACS
Kelly, Shirley D	18 yrs 10 mths	General Assembly of Georgia	Sorrells, Bertha L	10 yrs 05 mths	Ga. Dept. of Corrections
Kesler Jr, William A	25 yrs 01 mths	North Ga Tech Institute	Stephens, Jessie D	18 yrs 02 mths	DHR - Public Health
King Jr, Harold R	29 yrs 08 mths	Ga. Dept. of Labor	Stinson, Lue D	25 yrs 11 mths	Ga. Dept. of Labor
Knapp, Jean	15 yrs 10 mths	Ga. Dept. of Human Resources	Stratford, Dorothy Ann	15 yrs 07 mths	DHR - Public Health

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Strawhun, Donna Sue	17 yrs 06 mths	Conversion Company Default
Tallent-Fowler, Brenda	34 yrs 00 mths	Ga. Dept. of Labor
Tankersley, Robert	34 yrs 00 mths	Georgia Forestry Commission
Taylor, James	34 yrs 00 mths	Tax Officials
Taylor, Linda	20 yrs 00 mths	Tax Officials
Taylor, Edith	19 yrs 05 mths	Wayne Co. PH
Thomas, Carolyn B	31 yrs 02 mths	CSB-Middle Flint
Thomas, Charlie M	26 yrs 06 mths	Ga. Dept. of Motor Veh. Safety
Thompson, Wanda E	28 yrs 00 mths	DHR - DFACS
Tomlinson, William M	34 yrs 10 mths	General Assembly of Georgia
Tremble, Johnnie Pearl	10 yrs 08 mths	Pineland Area CSB
Turner, Laverne K	32 yrs 00 mths	DHR - DFACS
Turner, Mary B	28 yrs 10 mths	Ga. Dept. of Human Resources
Vivas, Wigberto	21 yrs 04 mths	Ga. Dept. of Human Resources
Waters, Janet	13 yrs 08 mths	Ga. Dept. of Human Resources
Watts, Christine	15 yrs 04 mths	DHR - Public Health
Wheeler, Mable P	34 yrs 01 mths	Dept. of Juvenile Justice
Whitmire, Hazel Janice	19 yrs 02 mths	DHR - Public Health
Wilkes, Genelle S	26 yrs 02 mths	Ga. Dept. of Human Resources
Williams, Lois V	34 yrs 00 mths	Ga. Dept. of Human Resources
Williams, Mary Gene	14 yrs 07 mths	Ga. Dept. of Corrections
Williams, Glenda L	10 yrs 00 mths	Tax Officials
Wimberly, Mary E	34 yrs 00 mths	Ga. Dept. of Corrections
Wynne, Broxton M	11 yrs 04 mths	Georgia Technology Authority

Available May 1

on the

Team Georgia Connection

Intranet Site

Smart

Government

Saves & Serves

Celebrating good ideas

and the people who

make them happen.

Every improvement started first as someone's idea.

Log-on to the **Team Georgia Connection** to nominate an employee or group of employees who have contributed to continuous improvement of our State Government's effectiveness and efficiency through their ideas and actions.

Each month, an employee will be recognized for:

Innovative Thinking to solve a problem, save money, or serve customers

Best Practices that can be adopted by other employees

TEAM GEORGIA

CONNECTION

www.team.georgia.gov

EMPLOYEE SPOTLIGHT

Caseworker of the Year

On February 25, at the 32 Annual Conference for Adoptive & Foster Parents for the State of Georgia in Jekyll Island, Department of Human Resources employee, Carrie Mack, was presented the Caseworker of the Year Award from the State of Georgia Adoptive and Foster Parents Association. DHR Commissioner B.J. Walker was the Keynote Speaker of the conference.

Mack is a resource developer with Bibb County DFCS. She has been a public servant with the Department of Family and Children

Services for 28 years. She is a former Marine who served during the Viet Nam War. In December 2004, Mack was presented with an appreciation award for her support and dedication from the local Bibb County Foster & Adoptive Parents Association.

Mack is commonly known for her dedication and commitment to the foster parents in Bibb County. They have a saying in Bibb County, "If you can't reach anyone else; you can always reach Ms. Mack."

WELLNESS

Wellness in the Workplace

Because of a tight labor market, increasing health care cost and employee absenteeism, there has been a greater focus from organizations concerning the contribution of fitness and well-being to worker productivity. As a result, wellness is becoming a very common topic in the workplace. Organizations are increasingly realizing, whether they want to admit it or not, how work can impact employees' health and general well being - for better or for worse. The influences on the health of employees are wide and varied - as are the options for helping maintain or improve the wellness of individuals or groups. A comprehensive approach to workplace health and wellness should address the complete working environment. As a result, both the employee and the organization will benefit.

Wellness programs are becoming more attractive to businesses. These types of programs help recruit and retain the most effective and productive employees. Business that have wellness programs in place show employees that the organization is interested in them as total persons. Maybe you want to consider wellness at the agency level. The following are a few considerations:

- Identify potential work factors that influence the health, safety and wellness of employees at your agency.
- Initiate various prevention and promotion strategies to address the factors.
- Apply a variety of initiatives to help encourage a comprehensive and complete balance between work and health.
- Promote education and training for workplace health.

Free fishing for children at Georgia's fairgrounds

The Georgia Agricultural Exposition Authority invites organized groups of children, age 1-16 years old, (minimum of 10 per group) to fish at the Georgia National Fairgrounds & Agricenter during National Fishing month in June. One of the Agricenter's lakes, which has been stocked with catfish, will be available at no charge on a reservation only basis. Reservations will be accepted on a first-come, first-served basis.

Fishing is available 8:00 a.m. - 11:00 a.m. or 1:00 p.m. - 4:00 p.m., Monday through Saturday during the month of June. Please call 478/988-6483 or 800/987-3247 (Georgia only) or e-mail us atthawk@gnfa.com to schedule your group's fishing trip.

TEST YOUR VOCABULARY

1. A person of great or varied learning; one acquainted with various subjects of study.

2. Characterized by modest reserve; unassertive.

3. Lacking interest, care, or enthusiasm; indifferent

4. To show in a clear manner; to manifest; to make evident; to bring to light.

5. To treat someone or something with deep respect, reverence or deference; to revere.

6. A cause or object of reproach or disgrace.

7. Apt to find fault; habitually complaining.

8. Displaying or suggesting a lack of maturity; juvenile.

9. Presenting favorable circumstances;

10. Changing quickly and unpredictably
- ___ Puerile (PYOO-uh-r-uhl) adj.

___ Evince (ih-VIN(T)S) v.

___ Propitious (pruh-PISH-uhs) adj.

___ Mercurial (mur-KYUR-ee-uh) adj.

___ Venerate (VEN-uh-rayt) v.

___ Querulous (KWER-uh-luhs; -yuh) adj.

___ Opprobrium (uh-PRO-bree-uhm) n.

___ Diffident (DIF-uh-dunt; -dent) adj.

___ Perfunctory (pur-FUNGK-tuh-ree) adj.

___ Polymath (POL-ee-math) n.

ATTENTION!
Graduates of the Professional Secretaries
Development Program (PSDP)

An educational event for alumni of PSDP is planned for FY2006. We need your input. If you graduated between 1990 and 2004, please contact Venus Stone or Carolyn Perry at:

Georgia Merit System, Training and Organization Development
529A Church Street • Decatur, GA 30030
404-371-7371 (phone) • 404-371-7388 (fax)
vhs@gms.state.ga.us or cperry@gms.state.ga.us

2004 PSDP Graduates



Melissa Taylor-Antis, Board of Regents; Shannon Callahan and Marty Meister, Department of Audits and Accounts; Susan Gunter, Department of Corrections; Eraina Braxton, Yolanda Farmer, and Antoinette McFadgen, Department of Human Resources; Patricia Hill, Department of Juvenile Justice; Nechole Catlin, Department of Labor; Mary Johnston and Deborah Mathews, Department of Natural Resources; Lillian Lowe, Georgia Council for the Arts; Jan Russell and Tracy Williams, Georgia Environmental Facilities Authority; Teresa Russell, Georgia Forestry Commission; Constance Anderson, Judy Findlay, Daphany Gibbs, and Maria Jones, Georgia Merit System; Lesia Waker, Morehouse School of Medicine.

- Test Your Vocabulary: Answers
1. Polymath (POL-ee-math) n. A person of great or varied learning; one acquainted with various subjects of study.

2. Diffident (DIF-uh-dunt; -dent) adj. Characterized by modest reserve; unassertive.

3. Perfunctory (pur-FUNGK-tuh-ree) adj. Lacking interest, care, or enthusiasm; indifferent.

4. Evince (ih-VIN(T)S) v. To show in a clear manner; to manifest; to make evident; to bring to light.

5. Venerate (VEN-uh-rayt) v. To treat someone or something with deep respect, reverence or deference; to revere.

6. Opprobrium (uh-PRO-bree-uhm), n. A cause or object of reproach or disgrace.

7. Querulous (KWER-uh-luhs; -yuh) adj. Apt to find fault; habitually complaining.

8. Puerile (PYOO-uh-r-uhl) adj. Displaying or suggesting a lack of maturity; juvenile.

9. Propitious (pruh-PISH-uhs), adj. Presenting favorable circumstances.

10. Mercurial (mur-KYUR-ee-uh) adj. Changing quickly and unpredictably.

GOVERNMENT SPOTLIGHT

The Georgia Department of Defense



The Georgia Department of Defense (GDOD) serves in support of the national and state constitutions under direction of the Governor and the Adjutant General. In support of our nation, the President of the United States upholds full authority to call GDOD to active duty to augment the nation's regular armed services. Evaluations of its wartime capability are mandated responsibilities. In serving the state, GDOD may be ordered by the Governor, as Commander-in-Chief of the State, to deploy Militia in situations such as a disaster, riot, or other dangers serving as a threat to the state of Georgia and its citizens. The department operates and manages approximately 1,200 training, maintenance, and logistics army facilities statewide, organizing and maintaining National Guard forces. The department achieves its objectives through four components: Office of the Adjutant General, Air National Guard, the Army National Guard and the State Defense Force. GDOD is comprised of approximately 500 state employees, and 12,000 Army and Air National Guardsmen and women. About 300 men and women comprise the Georgia State Defense Force. Another responsibility of the Georgia

Department of Defense is also responsible for the operation of Youth Challenge Academies for at-risk-youth in the state of Georgia. Established in 1993, the Youth Challenge Academy is located at the National Guard Training Center at Fort Stewart Army Base in Columbus. The academies have three Phases.

1. **Two week residential pre-challenge phase.** An introduction to military life including Physical Fitness, educational testing, drug screening and a medical exam.

2. **A twenty-week residential challenge phase.** Focuses on the following four training areas: Military, Academic, Life Skills, and Work Skills.

3. **Twelve-month post-residential phase.** Upon graduation, a trained mentor works with each graduate in their home community for one year. This mentoring reinforces skills taught during the residential phase.

Major General David Poythress is the Adjutant General of Georgia. He attended Emory University where he received his law degree with honors in 1967, and he is a distinguished military graduate of the Emory ROTC program. General Poythress, who practiced law in Atlanta from 1983-1992, has spent much of his civilian career in public service. He has served as Deputy State Revenue Commissioner, Secretary of State and Commissioner of Labor of Georgia.

Office of the Adjutant General

Major General David Poythress, commander

Army National Guard - Brigadier General William T. Nesbitt, commander
The Georgia Army National Guard is headquartered at Oglethorpe Armory in Ellenwood. More than 8,000 men and women comprise the force of the Georgia Army National Guard. Their missions range from combat infantry to engineering.

Air National Guard - Brigadier General Scott A. Hammond, commander
The Georgia Air National Guard is headquartered at Dobbins AFB in Marietta. More than 3,000 men and women comprise this force whose missions range from airlifting cargo to installation and maintenance of electronic equipment.

State Defense Force - Brigadier General Joel W. Seymour, commander
The Georgia State Defense Force provides an organized, trained, disciplined, rapid response uniformed force when ordered by the Adjutant General. Volunteers respond to needs and emergency situations as defined by the Adjutant General or the Governor, and assist local authorities where such missions do not conflict.

TECHNOLOGY TIPS

- Did you know that if you have Microsoft Word 2000 or 2002, you can change your default folder from “My Documents” to the PC location of your choice.
1. Select tools options

2. Click the file locations tab

3. Double click documents

4. Use the drop down menu to select or create the folder that you want

5. Click OK twice

Commission for a New Georgia Update:
Governor Perdue signs streamlining bills to save millions through improved operations

Governor Sonny Perdue signed into law three bills designed to implement cost-saving strategies in state government’s management of billions of dollars in purchasing, properties and other capital assets. The governor, joined by state legislators, members of the Commission for a New Georgia and state agency heads, signed the bills during ceremonies on April 12 in the Capitol Rotunda in Atlanta.

The bills are an outgrowth of recommendations by the governor’s Commission for a New Georgia, which projected the state would save \$40 million per year for the next four years by adopting best practices used by businesses to increase cost-effectiveness and efficiency. “The common theme of these three bills is moving our state government another step closer to the benchmark I’ve set for my administration - making Georgia the best-managed state in America,” said Governor Perdue.

House Bill 275: Administration of State Retirement Plans Unified Under Employees’ Retirement System

House Bill 275 transfers employee deferred compensation programs from the Georgia Merit System (GMS) to the Employees’ Retirement System of Georgia (ERS). This transfer brings the administration of all state retirement plans under one entity, with the investment expertise and clout to improve growth of the individual accounts. Effective July 1, 2005, administration of deferred

compensation plans - 401(k), 457, 403(b) - will be transferred from GMS to ERS. The State Personnel Board will transfer individual accounts to ERS by September 30, 2005.

Senate Bill 158: Management of State Inventory Consolidated Under State Property Officer

Senate Bill 158 unifies management of the state’s \$10.5 billion inventory of 11,000 facilities under the newly created position of State Property Officer and the State Property Commission. This bill codifies the position of State Property Officer who serves as the executive director of both the Georgia Building Authority and the State Properties Commission. The move also consolidates several positions with overlapping responsibilities in different agencies. The State Properties Commission will become a state unit (no longer administratively attached to the Department of Administrative Services (DOAS)). Office Space Management, currently under DOAS, will be transferred to the State Properties Commission. The Georgia Building Authority (GBA), currently assigned to DOAS, will be administratively assigned to the State Properties Commission. The GBA and the State Properties Commission will be comprised

of the same members. The bill requires all state entities to report their inventories of state buildings and real property, owned or leased, to the State Properties Commission. A statewide portfolio of government buildings and land will enable the state to identify vacant space to use or sell, over-priced leases, high maintenance costs and other possibilities

savings of at least \$135 million over four years.

HB 312 creates a modernized statewide procurement system, using the latest technologies to save money on contracting supplies and services for state operations. The inventory ranges from tons of office paper, to service contracts on thousands of computers, to the purchase of road

equipment and state patrol cars. The new statewide system will take advantage of the government's clout as a volume-buyer to leverage more competitive bidding. The law also allows purchasing agents more latitude to negotiate greater price breaks.

The act also consolidates scattered agency management of government-owned vehicles into to a statewide system under the Office of Planning and Budget and tightens restrictions on cars assigned to individual state employees. The governor has directed agencies to turn in over 2,000 under-utilized vehicles as surplus property to be sold.

To increase sales of surplus inventory of all kinds, the bill allows agencies more flexibility to keep proceeds from items turned back to the state for sale. Surplus property is sold to local governments and auctioned to the public at the state warehouses and through online bidding on internet sites such as e-Bay.

“The common theme of these three bills is moving our state government another step closer to the benchmark I’ve set for my administration - making Georgia the best-managed state in America.”

– Governor Perdue

for cost-cutting. The Commission estimates that improving space utilization and cost-efficient management will save more than \$32 million over four years.

HB 312: Statewide Procurement System Created to Better Manage Capital Assets

House Bill 312 addresses three of the state's major areas of spending and capital assets: the purchase of supplies and services, which absorbed \$5.7 billion in spending last year; the management of 21,000 government vehicles; and the proceeds from the sale of surplus inventory from offices and agencies across the state. The Commission estimates

MONEY MATTERS

Are you eligible for the Earned Income Credit?



The First Lady’s Children’s Cabinet

Are you employed with children and need extra cash? Do you earn less than \$34,458? Whether you owe income tax or not, you could qualify for Earned Income Credit (EIC). The EIC is a valuable financial resource for working families and individuals.

This year, the qualifying adjusted gross income for EIC is \$30,388 for a taxpayer with one qualifying child (\$31,888 for married filing jointly) and \$34,458 for a taxpayer with more than one qualifying child (\$35,458 for married filing jointly). With EIC you owe less taxes, which means you may get cash back on your return. Up to \$4,300! Refunds can be received in a lump sum or in monthly, tax-free installments.

The First Lady's Children's Cabinet is leading a statewide campaign to promote the federal EIC to help improve the lives of Georgia's families and children. "The Children's Cabinet is particularly interested in the EIC because it leads to better outcomes for children," says First Lady Mary Perdue. "Working parents with low and moderate incomes often use the money to invest in a home or car, buy computers, pay off bills and generally improve the living conditions for their children."

During the 2004 tax season, the Children's Cabinet sought the assistance of state government agencies to share the EIC tax information with their employees and constituents served. "Thank you for helping me achieve

my vision of creating the day when all of Georgia's children are equipped with the tools and opportunities to mature into well balanced, healthy and productive members of society," Mrs. Perdue wrote in a letter to state entities. "The full and energized participation of government agencies is truly needed for the success of this effort."

For more information concerning the federal Earned Income Credit, visit www.irs.gov/eitc or call 1-800-Tax1040. For more information about The First Lady's Children's Cabinet and the EIC campaign, visit their web site at www.opb.state.ga.us/safekids/.



STATE OF GEORGIA
OFFICE OF THE GOVERNOR
ATLANTA 30334-0900

Sonny Perdue
Governor

Dear Co-Laborers,

As Georgia's public servants, we share an objective: to provide the State's products and services to our customers in effective and efficient ways. That is why the Commission for A New Georgia initiated a task force to tackle the topic of customer service. Hopefully by now, you have heard about this effort from Jim Lientz, COO, and Tommy Hills, CFO and Joe Doyle, Director of the Governor's Office of Consumer Affairs, whom I have asked to chair the Customer Service Implementation Team.

The principles of customer service are built upon a genuine respect for all, including our internal and external customers. Secondly, a passion for continuing improvement in all that we do. The Customer Service initiative, with your help, will achieve three goals to help us better serve Georgians in effective and efficient ways.

1. We want to create a cultural focus on customer service. That means we want to be friendlier, more courteous, and more responsive across the board than we've ever been. Just like a great Georgia company, the Home Depot, we want every one of our customers to know, "You can do it, we can help" in their life improvement project.
2. We must simplify access to government for Georgians. Several ideas are bubbling up concerning this goal, including a statewide information center. As an example, such an information center would take customers' questions and direct the calls to the applicable agencies, saving both the customers and the agencies valuable time. Approximately 20-30 percent of calls are currently misdirected.
3. We want to develop systems and programs to drive continual improvement. We want to improve our customer service today, and put in place means to continuously improve our effectiveness and efficiencies in Georgia's government.

I believe that if Georgia is to become the nation's best managed state, it will be because you and your team take personal responsibility for, and work to continuously improve customer service. This issue is of the utmost importance to me, and I trust it is to you, as well. I appreciate Joe Doyle's leadership in this initiative and the support we have from COO Jim Lientz and CFO Tommy Hills. Along with Lonice Barrett, Director of Implementation, Annie Hunt Burris and the Commission for A New Georgia, I eagerly await the positive difference you will make in this effort.

I have been told that Georgia is the nation's first state to take an enterprise-wide approach to customer service. I believe State of Georgia employees will be proud of their role in creating a New Georgia, known for customer service. "You can do it, we can help."

Sincerely,

Sonny Perdue



GOT QUESTIONS?



We've got answers.

Perhaps you're in need of information about such issues as leave, grievance procedures, statewide policies or other employment issues.

The Georgia Merit System's Employee Management Relations Unit (EMRU) is able to provide advice that may assist you in working through or resolving your employment concerns.

**Don't lose sleep
over unanswered questions.**
We are here to help.

Confidentially contact EMRU
at 404/ 656-2740.
All inquiries are welcome.

Human Resource

continued from page 5

seven directives to address the management, coordination and planning of Georgia's infrastructure. Project monitoring and maintenance were both identified in the report as areas of weakness while intergovernmental coordination was identified as an area of strength. The report cited how state agencies have "develop good synergies with local governments, especially in both rural areas and cities."

INFORMATION

An area formerly dubbed "information technology" and "managing for results" were merged under the area of "Information." As a result, previous grades from past years are not comparable. Georgia received a "B-" with no areas identified as strengths or weaknesses. Information includes strategic direction, budgeting for performance, managing for

performance, program evaluation and electronic government.

THE BEST-MANAGED STATE IN THE NATION BY 2007

Governor Perdue set a goal early in his administration to become "the best-managed state in the nation" by 2007. The creation of the Commission for a New Georgia is an indication of the governor's commitment to obtaining that goal. The Commission is a public, private partnership expected to result in improved government processes and efficiencies, which in turn should save taxpayer dollars. Governor Perdue's creation of the Office of Implementation was cited in the report as "hope that the commission's recommendations won't languish."

Oxendine urges insurance relief for soldiers on duty overseas

Insurance Commissioner John W. Oxendine, through his active membership in the National Association of Insurance Commissioners, has sponsored a resolution urging insurance regulators nationwide to waive certain occupancy requirements on homeowners policies held by armed forces personnel on active duty.

"Many homeowners and personal property policies contain coverage exclusions for property that is unoccupied or vacant for a 60-day period," Oxendine said. "A soldier who's doing his or her duty in Iraq or Afghanistan could easily leave their residence unoccupied for longer than 60 days, and I don't think it's fair that our men and women in uniform should be penalized for being overseas."

Oxendine is vice-chair of the NAIC's Executive Committee, which issued the resolution to insurance regulators in all 50 states today. Those regulators will review industry practices in their jurisdictions and determine whether regulatory action should be taken in order to provide maximum protection for the men and women serving in our armed services in connection with policy cancellations tied to property occupancy requirements.

Corrections



Ellie L. Thrift
Undisclosed
Presently serving



Bobby L. Tipples
Undisclosed
Presently serving



Althamease Turner
Undisclosed
Presently serving



Idabelle L. Villegas
Undisclosed
Presently serving



Gary W. Warner
Undisclosed
One year



Arthur L. Warren
Undisclosed
Presently serving



Richard H. Watts
Undisclosed
Presently serving



Larry Webb
Undisclosed
Presently serving



Karen J. Williams
Undisclosed
Presently serving



Derek S. Williams
Undisclosed
Presently serving



Wayne Williams
Undisclosed
Presently serving



Anthony T. Wilson
Undisclosed
Presently serving

Corrections



Ted L. Wooten
Undisclosed
Presently serving

Not Pictured:

Harry Anderson
Undisclosed, Presently serving

Steve Balkcom
Undisclosed, Presently serving

Bambi L. Beltran
Undisclosed, Presently serving

Ferry Braddy
Undisclosed, Over one year

Robbie Burrage
Undisclosed, Presently serving

David W. Davenport
Undisclosed, One year

Zarifa R. Drummond
Undisclosed, Presently serving

J. Wendell Foskey
Undisclosed, Presently serving

Larry G. Hall
Undisclosed, Presently serving

Clifford Higdon
Undisclosed, Presently serving

Nolan Hinton
Undisclosed, Presently serving

Adam B. Howell
Undisclosed, Presently serving

Stefan R. Huckaby
Over three years

Priscilla L. Inman
Undisclosed, Over one year

Chauncy Bernard Ivey
Undisclosed, Presently serving

Shirley R. Jamerson
Undisclosed, Almost two years

Jeffrey D. Kendrick
Undisclosed, Over two years

Willie D. Latimer
Undisclosed, Presently serving

Lorenzo Latimore
Undisclosed Presently serving

Martin Shane
Undisclosed, Presently serving

Kevin T. McKie
Undisclosed, Over two years

Renee R. J. Nail
Undisclosed, Presently serving

Camden N. Pate
Undisclosed, Presently serving

Torrey L. Payne
Undisclosed, Almost two years

Lisa Payne-Harvey
Undisclosed, Presently serving

Earl Presley
Undisclosed, Presently serving

Sahara L. Ransom
Undisclosed, Under one year

Scottie L. Reeves
Undisclosed, Presently serving

Cynthia A. Smith
Undisclosed, Presently serving

Isaac T. Smith
Undisclosed, almost two years

Raymond L. Stokes
Undisclosed, Presently serving

Robert J. Tynkew
Undisclosed, Presently serving

Melissa Watts
Undisclosed, Presently serving

Defense



Donald Apted
Iraq
Over one year



Charles A. Carter, Jr.
Iraq
Presently serving



Keith Ellison
Iraq
One year



Edwin Jarrow
Iraq
Under one year

Defense

Not Pictured:

Wilbert Bates
Undisclosed
Under one year

Kenneth J. Brown
Iraq, Presently serving

Roy J. Bowden, Jr.
Iraq, Presently serving

Amy Campbell
Iraq, Presently serving

Cheryl Coleman
Iraq, Over one year

John Eubanks
Undisclosed, Safely home

Beverly Jackson
Undisclosed, One year

Ericka J. Harrison
Undisclosed, Presently serving

Willie Sibert
Undisclosed, Presently serving

Ray P. Watson
Iraq, Presently serving

Laurece Williams
Undisclosed, Under one year

Maryann Yarbrough
Kuwait, Presently serving

Forestry Commission



Gregory Coley
Undisclosed
One year



Stacy Mann
Undisclosed
Presently serving

Not Pictured:

Greg Daughtridge
Undisclosed, Under one year

Royce Davis
Georgia, Two years

Robert Evans
Iraq, One year

Eddie Freeman
Georgia, Under one year

Michael L. Kelly

Louisiana, Presently serving

Alvin Layton
TX & CO, Over one year

Thomas Ward
Undisclosed, Two years

John I. Watts
Undisclosed, Presently serving

Human Resources

Not Pictured:

Bobby Askew
Iraq/Afghanistan, Presently serving

Joyce K. Beeks-Cook
Iraq/Afghanistan, Under one year

Mark B. Bodenhelm
Iraq/Afghanistan, Presently serving

Myron W. Burke
Iraq/Afghanistan, Over three months

Eunice R. Campbell
Iraq and/or Afghanistan - Over one year

Arther Lee Comer, Jr.
Iraq/Afghanistan, Presently serving

Eric Jerome Conyers
Iraq/Afghanistan, Presently serving

Christina Crickmar
Iraq and/or Afghanistan, Over one year

Michael Davis
Iraq/Afghanistan, Less than 60 days

Johnny Dunn
Iraq/Afghanistan, Over one year

Human Resources

Michael D. Dunnings
Iraq/Afghanistan, Presently serving

Billy Ray Fields
Iraq/Afghanistan, Over one year

Sha-Nekqua A. Frye-Parker
Iraq/Afghanistan, Over one year

Natalie Avery Green
Iraq/Afghanistan - Under one year

Solomon Green, II
Iraq/Afghanistan, Presently serving

Hasnein M. Gulamali
Iraq/Afghanistan, Almost two years

Ramona Hall
Iraq/Afghanistan, Under one year

Melanie Denise Harris
Iraq/ Afghanistan, Over one year

Henry,Anthony D. Henry
Iraq/Afghanistan, Presently serving

José Herrera
Iraq/Afghanistan, Almost two years

Martin Breland Inman
Iraq and/or Afghanistan - Almost two years

Catrina M. Jackson
Iraq/Afghanistan, Presently serving

Jonathan Jackson
Iraq/Afghanistan, Over one year

Derrick B. Kelly
Iraq/Afghanistan, Presently serving

Leonard T. Lang
Iraq/Afghanistan, Under one year

Stephen I. Lewis
Iraq/Afghanistan, Presently serving

Melinda J. Mathis
Iraq/ Afghanistan, Over six months

Jeffery Moton
Iraq/Afghanistan, Presently serving

Luquicia R. Nelson
Iraq/Afghanistan, Presently serving

Walter Pittman, Jr.
Iraq/Afghanistan, Presently serving

Oscar Quarles
Iraq/Afghanistan, One year

Sanford L. Ryles
Iraq/Afghanistan, Presently serving

Kelvin Sanders
Iraq/Afghanistan, Under one year

Mark Edward Scott
Iraq/Afghanistan, Under one year

Shawndora Seabrook
Iraq/Afghanistan, Presently serving

Garland C. Shaft
Iraq/Afghanistan, Presently serving

Earnestine C. Shannon
Iraq/Afghanistan, Presently serving

Amanda R. Sims-High
Iraq/Afghanista, Almost two years

James M. Smith
Iraq/Afghanistan, Under one year

Milton P. Smith
Iraq/Afghanistan, Almost two years

Patricia Ann Smith
Iraq/Afghanistan, Sixty days

Craig O. Standley
Iraq/Afghanistan, Presently serving

Jerry B. Toney
Iraq/Afghanistan, Presently serving

Morris L. Turner
Iraq/Afghanistan, Over two years

Anthony M. Ward
Iraq/Afghanistan, Almost two years

Jarvis D. Whitaker
Iraq/Afghanistan, Over one year

Donice Gilbert Wright
Iraq/Afghanistan, Under one year

Elnora Wright
Iraq/Afghanistan, Presently serving

Dianne F. Yearby
Iraq/Afghanistan, Over one year

Sean C. York
Iraq/Afghanistan, Presently serving

Juvenile Justice



Tyrone G Bryant
Iraq, One year

Not Pictured:

Kadijah M. Batiste
Iraq, Over one year

Isreal Coates
Iraq, Presently serving

Shawn A. Davis
Korea, Over one year

Andrew Dawson
Iraq, Over one year

Tammie Echols
Iraq, Over one year

Dominic Eubanks
Iraq, Over one year

Brian Givens
Iraq, Over one year

Joseph Halle
Iraq, Over one year

Robert Ingle
Iraq, Currently deployed

Charles Lowe
Ft. Benning, Over one year

Marcellous Love
Army, Over one year

Nathan McArthur
Iraq, One year

Brett Myers
Marines, Over one year

Melody R. Parrott
Army Reserve, Over one year

Claphus Rouse
Iraq, Over one year

Lorenzo Simmons
Iraq, One year

Ricardo Simmons
Iraq, Over one year

John L. Staten
Iraq, Over one year

Beniko Stills
Iraq, Over one year

Donald Thomas
Augusta, Over one year

Ibrahim Traore
Iraq, Under one year

Narrell Wallace
Iraq, Currently deployed

Samuel Watts
Iraq, Over one year

John Young
Iraq, Over one year

Labor

Bani S. Bunyan
U.S., Under one year

Lavontee M. Gipson
Bahrain, Under one year

Patricia Jackson
Washington D.C., Presently serving

Mark Johansen
Afghanistan, Presently serving

Joecille Morris
Iraq, Over one year

Rashaud Smith
Saudi Arabia, Under one year

Cheryl D. Totton
Germany, Presently serving

Motor Vehicle Safety

Mark Grant
Undisclosed, Under one year

Van Redcross
Iraq, Presently serving

Harold Manley Thomas
Iraq, Under one year

Edwin Thompson
Undisclosed, Under one year

Natural Resources

Vernon K. Baldwin
U.S.

Charles B. Bennett
Middle East, Pending

Charles F. Crews
Middle East

James E. Clay
Middle East

Faney L. H. Foster
U.S.

Laurence Rogers
Middle East

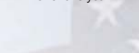
Scott M. Smith
Middle East

Vladmir R. Soto
Middle East

Steven C. Turner
Middle East



Charlene Fisk
New York
Over one year



Public Broadcasting



Jerome Alford
Afghanistan
Presently serving



David Allen
Iraq
One year



Ken Allen
Bahrain
Presently serving



Michael Allen
U.S.
Three to six months



Ronald Alligood
Iraq
One year



Earl Anderson
Iraq
One year



Delston Branch
Iraq
Presently serving



Cyrus Brown
Iraq
Presently serving

Public Safety



Andrew Gideon
Iraq
Presently serving



Ritchie Howard
Qatar
Presently serving



Selwyn Jenkins
Iraq
Presently serving



David Lyle
Afghanistan
Presently serving



Reggie Magwood
Iraq
Presently serving



Humberto Marin
Iraq
One year



Garry Moss
Iraq
One year



J. D. Perry
Kuwait
One year



Charles Rankin
U.S.
Three to six months



James Robillard
Qatar
Presently serving



Carlos Searcy
U.S.
Three to six months



Ivan Strickland
Iraq
Presently serving

Public Safety



Steve Strickland
Presently serving



William Tatum
U.S.
Three to six months



John Taylor
Cuba
One year



Gary Thrift
Qatar
1 year



Alton Wilkins
U.S.
Three to six months

Not Pictured:
Carrie Gordon
Iraq, Presently serving

Public Service Commission

Dennis R. Sewell
Georgia – Presently serving

Board of Regents



Walter Henderson
Medical College of GA
Iraq
One year



Jason Mailhot
Medical College of GA
Texas
Under one year



Tony Owens
University of GA
Georgia
Presently serving

Board of Regents



Jeff Rooks
University of GA
Kuwait
Under one year



Rona Tyger
Waycross College
Germany
One year



James Watts
Gordon College
Kuwait
One year



Dr. Jimmy Wedincamp
East Georgia College
Presently serving

Not Pictured:
Clayton College
Jamy Sanders
Iraq, One year
Rex Duke
Iraq, One year

Coastal GA Community College
Roshonda L. Jones
Kuwait, Under one year

University of Georgia
Gregory Ryan Carey
Iraq, Presently serving

Ryan T. Simmons
Arizona, Presently serving
Kevin Wells
Georgia, Presently serving
Marcus Lee Harton
Georgia, Presently serving
Charles Cox
Cuba, Georgia, Over two years

GA Institute of Technology
Mark Brothers
Kuwait, Uzbekistan, Presently serving
David Brown
Iraq, Under one year

Walter Giles
Germany, Presently serving
Rusty Roberts
Georgia, One year
Samuel Darwin
Iraq, Under one year
Wansley Dennis
California, Under one year
Tracie Dinkins
Louisiana, Under one year
Rodger Davis
Bulgaria, Italy, Quatar, Over one year
Greg King
Europe, Under one year

Gordon College
Matthew G. Sanders
Iraq, Over one year
Kennesaw State University
Paul Anderson, III
Florida, Over one year
Marcus L. Rawson
Georgia, Under one year
Charles M. Timmons
Washington, D.C., Under one year
Mary A. White
Florida, Under one year

Medical College of Georgia
Kristen Banks
South Carolina, Presently serving
Robert Dennison
Florida, Spain, Presently serving
Antoinette Earley
Germany, Over one year
Gregory Flury
Georgia, Presently serving
Donald Loeb
Georgia, Under one year
Kimberly Mays
Georgia, Texas, Presently serving
Heather Watkins
Kentucky, Under one year

Skidaway Institute of Oceanography
Robert J. Fripp
Georgia, Three years
Valdosta State University
Kenneth Ott
Georgia, Over one year
Douglas R. Tanner
Bosnia, Under one year

Revenue

Darek L. Burton
Lillie Mae Stewart
Thomas L. Wymer

Secretary of State

Robert Williams
Georgia, Under one year

Technical and Adult Education



Michael P. Hutchinson
Central GA Tech
Iraq
One year



Harvey Maddox
Athens Tech
Kuwait
One year



Terrance Sommers
Augusta Tech
Iraq
One year

Not Pictured:
Augusta Tech. College
Gary M. Golovan
Iraq, Under one year
Athens Tech. College
Marlene Hancock
Georgia, Over one year
Chattahoochee Tech. College
Terrell D. Odom
Iraq, Presently serving

Ogeechee Tech. College
John Staten
Tikrit, One year
Kenney Thompson
One year
West GA. Tech. College
Kevin Aldridge
Georgia, Over one year
Eugene R. Jones, Jr.
Kuwait, Over one year

Technology Authority

Charles A. Crabtree
Iraq, Over one year
Patrick S. Wicker
Iraq, Presently serving
Georgia Forestry Commission

Department of Transportation



Anthony D. Allison
Marietta
One year



Patricia Brown
Kuwait
One year



Cuong Bui
Iraq
Presently serving



Craig Canteen
Kuwait
One year



Scott Collins
Classified
Seven months



Scott Collum
Undisclosed
One year



Larry Cox
Ft. Stewart, GA
One year



Larry S. Dyer
Saudi Arabia
One year



Mark Foley



Curtis Ford
Kuwait
One year



Robert M. Harper
Kuwait
One year



Mike Harris
Iraq
Presently serving



Neklea T. Haywood
Sluggart, Germany
Three to six months



Shiketha Hoyett
Iraq
Presenting serving



Donald L. Hulin
Ft. Campbell, KY
One year



Jesse Jenkins
Iraq
One year



Lorenzo Jenkins
Ft. Stewart, GA
One Year



Robert Jennings
Ft. Hunter Liggett, CA
Three to six months



Ralph D. Johnson
Ft. Gordon, GA
One year



James Jones
Ft. Stewart
Unknown



Paul C. Jordan
Ft. Bragg, NC
One Year



Kristopher Lemaster
Afghanistan
Two years



Bernard T. Martin
Ft. Stewart, GA
One year



Ruby McCall
Indiana
Presently serving



Gerald E. McDaniel
Saudi Arabia
One year



Samone McNeil
Ft. Stewart, GA
One Year



Rick Merritt
Savannah
Two years



Neele A. Miller
Kuwait
One Year



Quinton Moody
Kuwait
One year



Joseph Montgomery
Bosnia
Ten months



Ned O'Kelley
Hartwell, GA
One year



Thomas S. Pace, Jr.
Kuwait
One year



George Rasasombath
Iraq
One year



Richard Respress
Germany
One year



Amos Roberts
Baltimore, MA
One year



Tony Sack
England
Three to six months



Benjamin Sinclair
Iraq
Presently serving



Mikell Smith
Iraq
Presently serving



Reginald Terry
Afghanistan
One year



Nathaniel Tookes
Iraq
One year



Timothy Toomey
Bosnia
One year



Hugh B. Turnley, Jr.
Gulfport, MS
One year



Charles D. Walker
Moody AFB, Valdosta
One year



Terry L. Walker
U.S.
Three to six months



Albert S. Welch
Afghanistan
One year



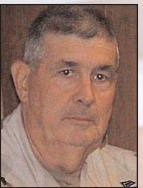
Charley D. Whillite
Stateside
One year



Ricky Wright
Ft. Benning, GA
One year



Sandra Wright
Dobbins AFB
Three to six months



Thomas Woods, Sr.
Ft. Stewart, GA
One year

Not Pictured:
Tondrika Booker
Kuwait
One year



Janice Askins
Kuwait
One year

Workman's Compensation